

# Board Policy P-1: Ethical Standards and Codes of Conduct



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## REFERENCES

[Administrative Procedures for Board Policy P-1](#)  
[Utah Code Ann. §63G-6a-2401, Unlawful Conduct and Penalties](#)  
[Utah Code Ann. §67-16-1 et seq., Utah Public Officers' and Employees' Ethics Act](#)  
[Utah Admin. Code R277-217, Utah Educator Standards and LEA Reporting](#)  
[Utah Admin. Code R277-530, Utah Effective Educator Standards](#)  
[Board Policy G-19, Discrimination, Harassment, Sexual Harassment, and Retaliation Prohibited](#)  
[Board Policy P-4, Discipline of District Employees](#)

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## THE POLICY

The Salt Lake City School District Board of Education requires district employees to comply with all applicable standards governing their professional and ethical conduct, including board policies, district administrative procedures, and state and federal laws and regulations. Adherence to these standards and codes of conduct will ensure the highest principles of ethical behavior.

The purpose of this policy is to protect and uphold the trust vested in district employees by requiring that all employees comply with the applicable codes of conduct and exemplify ethical behavior.

Annual training on ethical standards and codes of conduct, which will include topics such as appropriate and inappropriate interactions with students, authorized outside employment, prohibited procurement activities, and acceptance of gifts or compensation, will be provided to all employees. New employees will receive ethical training aligned to their job responsibilities at the time of hire.

The district has set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.