

Conflict or Issues with other OSSTF Members

Please remember that the obligations regarding collegiality and reporting apply to all OSSTF members.

LEGAL OBLIGATIONS TO BEHAVE ETHICALLY TO COLLEAGUES AND THE EDUCATION COMMUNITY

- One of the duties of a teacher specified by the Education Act. Is “to inculcate by precept and example...the highest regards for truth, justice, loyalty, love of country, humanity, benevolence, sobriety, industry, frugality, purity, temperance and all other virtues”. Additionally, under the applicable ethics and standards of Practice now detailed by the College of Teachers, teaching professionals who display difficulty in cooperating and maintaining a respectful relationship with colleagues, administrators, students or their parents may be subject to discipline by the employer, the College of Teachers, or face Human Rights complaints or legal action.
- Be ever mindful of what you say or do, especially activities that have wide latitude for interpretation.

OSSTF CODE OF ETHICS AND STANDARDS OF PROFESSIONAL CONDUCT

Within Bylaw 4 – Ethics of the OSSTF Handbook, a key section states, “Members professional conduct should be characterized by courtesy and good faith and should imply the obligation to refrain from public criticism of the member’s colleagues”.

Bear this in mind when you may be on the verge of verbalizing or reporting about one of your colleague’s shortcomings or faults. We are all human and have bad days as well as good ones. **THINK TWICE BEFORE YOU SPEAK OR WRITE NEGATIVE COMMENTS ABOUT ANYONE.**

ADVERSE REPORTS – THE FINAL OPTION

An ‘adverse report’ is any comment made by an OSSTF member about a colleague to a person in a position of authority having the potential to impact on your colleague’s employment. If you should find yourself in a position where making an adverse report on another OSSTF member or colleague seems to be your only option, you must notify, in writing, the member being reported within 72 hours of the report to the employer.

ADVICE TO MEMBERS CONTEMPLATING [BUT BEFORE] MAKING AN ADVERSE REPORT:

- First, discuss with your colleague the nature of the problem/difficulty you see in hopes of solve it
- If it seems apparent that there is no resolution between the two of you, enlist the assistance of a neutral third party.
- Consult with an appropriate OSSTF resource person (example: Workplace Rep, TBU President, Provincial Executive Assistant assigned to the District at 1-88-267-7867).
- Only exercise your final option if and when all of the above have proven to be unsuccessful.



We are OSSTF
Nous sommes la FEESO

psychologie Behavioural consultants Travailliers auprès des enfants et des jeunes Administrative assistants Teachers Research assistants
and youth workers Travailliers sociaux Adjoint à la recherche Travailliers sociaux Psychologists Early Childhood Development Specialists
Orthophonistes LIBRARY TECHNICIANS Adjoint à la recherche Travailliers sociaux Speech-language pathologists Orthophonistes de pastorale Psychol
ers and instructors Animateurs culturels Enseignants et instructeurs Speech-language pathologists childhood Orthophonistes de pastorale Psychol
Adjoint's administratifs Psychologists en formation continue Conseillers educators Personnel de soutien des univer
sors Employés des Moniteurs de laboratoire BIBLIOTECHNICIENS Techniciens en TI Educatrices Travailliers sociaux Animateur
services à l'élève Conseillers Social workers BIBLIOTECHNICIENS services à l'élève associées Lab Instructors Travailliers auprès de
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