

# BE AWARE OF MEMBER TO MEMBER ISSUES

## Rights, Legal Obligations & Reporting

A Member Shall:

- Avoid interfering in an unwarranted manner between other members and pupils
- On making an adverse report on another member, furnish that member with a written statement of the report at the earliest possible time and not later than three days after making the report.
- Prior to registering a complaint of harassment or bullying against another member, inform the members, either personally or through representative that the actions are unwelcome and must cease.

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

### The Adverse Report – Final Option

An 'Adverse Report' is any comment made by an OSSTF member about a colleague to a person in a position of authority and has the potential to impact 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.

### 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".*

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***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.***

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**THINK TWICE**

**BEFORE YOU SPEAK OR WRITE NEGATIVE  
COMMENTS**

## Legal Obligations to Behave Ethically to Colleagues and the Education Community

One of the duties of a member 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 mindful of what you say or do, especially activities that have wide latitude for interpretation.

