

**Subject: Code of Ethics**

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[Appendix A: Tidewater Community College Code of Ethics](#)

**1. Purpose**

This policy provides a statement of the principles that employees of Tidewater Community College will apply in the conduct of the college’s business.

**2. Policy**

Tidewater Community College is committed to an environment of uncompromising integrity and ethical conduct. The college’s ethical standards are the foundation for the decisions and actions of its employees. As members of the faculty and staff of Tidewater Community College, employees will be guided by the principles and values delineated in the attached [Code of Ethics](#).

**3. Responsibilities**

TCC employees shall be familiar with the Code, understand its application to their position and conduct, and adhere to its principles. Employees shall also be familiar with other sources of information that will assist them in making informed decisions. These include laws, policies, procedures, and regulations that are relevant to their work.

The Associate Vice President for Human Resources shall provide the attached statement of TCC’s [Code of Ethics](#) in poster form to the campuses and District Administration offices for posting in areas where the statement will be visible to the college’s internal and external constituencies.

**4. Procedures**

No procedures are associated with this policy.

**5. Definitions**

No definitions are associated with this policy.

**6. References**

No references are associated with this policy.

**7. Review Periodicity and Responsibility**

The Associate Vice President for Human Resources shall review this policy annually on the anniversary of its approval and, if necessary, recommend revisions.

**8. Effective Date and Approval**

This policy was approved by the College President on June 28, 2021.

Policy Approved:

Marcia Conston, Ph.D.  
Dr. Marcia Conston  
President

Sarah E. (Beth) Lunde  
AVP for Human Resources

**9. Review and Revision History**

Revision 1

Position titles updated throughout to reflect current college organization.

Updated Code of Ethics.

## **TIDEWATER COMMUNITY COLLEGE**

### **CODE OF ETHICS**

Tidewater Community College is committed to an environment of uncompromising integrity and ethical conduct. The college's ethical standards are the foundation for the decisions and actions of its employees. As members of the faculty and staff of Tidewater Community College, employees will be guided by these principles and values:

- We are committed to learning environments that foster academic integrity.
- We are good stewards of our resources and make effective and efficient use of them, thereby ensuring accountability to the Commonwealth and to the communities we serve.
- We maintain the confidentiality and security of information entrusted to us and share information only when authorized or required by law to do so.
- We do not accept any gift, favor, loan, service, business, or professional opportunity knowing (or when it should be known) that it is offered in order to improperly influence the performance of our public duties. We avoid even the appearance of a conflict of interest.
- We offer good faith and fair dealings to all those we serve and to each other. Our communications are civil and professional.
- We offer employment opportunities in accordance with state and federal statutes and regulations, and Commonwealth of Virginia and Virginia Community College System policies supporting the rights and recognizing the needs of all citizens regardless of race, sex color, national origin, religion, sexual orientation, gender identity or expressions, age, veteran status, political affiliation, genetics, or disability. We encourage and expect all members of the college community to act in good faith and to bring to the attention of the appropriate official any violation or potential violation of these principles.