

## The Create Institute Faculty Code of Ethical Conduct

### Overview

This policy outlines the expectation for high levels of both academic and professional integrity and behavior of core faculty, co-directors and adjunct faculty members of The Create Institute (CREATE). Community is at the forefront of The Create Institute's values, expressing the connections we have with each other, the support we give each other, and the respect we show each other. The Create Institute promotes a learning environment that reflects the honesty, trust, and fairness we expect in the actions of all members of our community.

In view of the growing complexity and intersectionality of modern lives, The Create Institute training program is against all forms of oppression, bias or prejudice and believes in the practice of equity in relation to cultural background, class, size, gender, sexual orientation, age, ability, religion and legal status. Faculty proactively consider the needs of those they serve (teaching, mentoring, advising) by supporting students and their best interests, by honouring their commitments to them, and by refraining from any actions which risk harm.

The Faculty Code of Ethical Conduct establishes CREATE standards of faculty behaviour. In addition to the Faculty Code of Ethical Conduct there are responsibilities under:

- The laws of Canada, Ontario, and Local Governments
- The Discrimination/Harassment Policy
- PIPHA

### 1. STANDARDS OF INTEGRITY

Faculty agree to maintain the highest standards of professional competence and integrity.

- a) seek to remain current with new developments in the fields of Expressive Arts Therapy and Psychotherapy in knowledge and practice through continuing education.
- b) take responsibility for personal well-being by seeking professional help in dealing with emotional/mental/physical problems that are liable to impair functioning as an educator.
- c) remain within recognized boundaries of competence as an educator.
- d) recognize that all forms of sexual abuse or sexual harassment with students are unethical, even when student invites or consents.

Sexual abuse includes all forms of sexual relations, touching of a sexual nature, or behavior or remarks of a sexual nature by the teacher towards the student.

- e) model appropriate and responsible practice of expressive arts/psychotherapy. This includes the safe and effective use of self as demonstrated by the teacher in relation to students.

f) Professional involvement and association with The Create Institute is subject to termination or other appropriate action by the Board of Directors when a faculty member

(1) is expelled by other professional organizations, (2) is convicted in a court of law for a serious crime, (3) is deemed incompetent to teach in the training program because of impairment of function due to physical or mental causes or to inadequate training.

g) try to be aware of personal belief systems, values, needs, and limitations and the effect of these on their teaching.

## 2. CONFIDENTIALITY

When using client information for teaching purposes, the identity of clients is protected and disguised.

The faculty has the responsibility to discuss student concerns as part of the health and well-being of the training process. However, this information is held in confidence within the core faculty meetings, which are held weekly during the course of the school year.

Faculty members agree to protect the confidentiality of all professionally acquired information. Faculty take care to store student files and information in a protected manner. The Create Institute follows the guidelines set out by the Ministry of Training Colleges and Universities for how student files are kept and maintained. CREATE allows students to examine the contents of their files upon request. Permission from the student is always sought to share information about students with other organizations and/or professionals. If any information is gathered for purposes of advertisement (website, etc.), we require a clearly written waiver from each student who is involved.

## 3. APPROPRIATE STANDARDS OF PROFESSIONAL BEHAVIOUR AND ETHICAL PERFORMANCE

All CREATE faculty will uphold the relevant behavioural and ethical standards of the teaching profession and will refrain from taking any action that is inconsistent with the appropriate standards of professional behaviour and ethical performance. These appropriate standards include:

1. As a teaching professional in a position of trust, faculty must not use relationships with students for personal benefit, gain or gratification.
2. Respecting the students' rights and dignity, emotional wellness, physical safety and cognitive development at all times.
3. Refraining from any act that might be construed as physical, emotional or sexual abuse of students.
4. Establishing, respecting and maintaining appropriate professional boundaries in relationships with students, peers, colleagues and other professionals.

5. Respecting and demonstrating willingness to work professionally with instructors, peers, colleagues and other professionals.
6. Upholding all aspects of the Human Rights Code.
7. Recognize and take responsibility for the power imbalance and transferences that exist in the student/teacher relationship
8. Avoid taking advantage of teaching relationships with students to enhance one's own personal interests
9. Be attentive when advising students to: always respect the right of students to make their own decisions, to help students understand the consequences of their decisions and to help them identify situations of undue influence and abuse of power.

#### 4. RESPONSIBILITY TO THE PROFESSION

Faculty of CREATE agree to:

- exercise aesthetic responsibility by caring for and protecting the images and art works that arise from classroom activities, maintaining their own artistic practices, valuing play and imagination as essential modes of instruction and learning activities.
- respect the rights and responsibilities of professional colleagues and act to promote excellence in the professions of education, training, and expressive arts therapy/psychotherapy.
- abide by the customary rules when publishing in various forms: assigning credit for the contributions of others, citing persons who have contributed original ideas, making every effort to establish the accuracy of material, and abiding by relevant laws regarding research.
- If undertaking clinical research, ensure that it is sufficiently planned and supervised so that individuals are unlikely to suffer harm, following established guidelines for research with human subjects.
- Seeking arbitration or mediation when conflicts with colleagues arise.
- Maintain professional licensure and registration by abiding by the requirements of the relevant associations and colleges.