



PERSONNEL: GENERAL

Obligations of Employees of the Board of Education of Baltimore County

As evidenced in its ethics code policies and in the *Blueprint for Progress*, the Board of Education of Baltimore County (Board) believes that every employee must model ethical behavior and exhibit a strong work ethic.

As models of ethical behavior, all employees must make themselves familiar with, and abide by, the laws of the United States, State of Maryland, the regulations of the State Board of Education, and local codes that affect their work, as well as the policies and decisions of the Board, and the applicable superintendent's rules.

All employees are expected to comply with the lawful direction of their supervisors in the performance of their duties.

Failure to adhere to this policy shall be cause for disciplinary action and may be characterized as misconduct in office, insubordination, willful neglect of duty, incompetency, or immorality.

Legal References: *Annotated Code of Maryland*, Education Article, §6-202
Annotated Code of Maryland, Education Article, §4-205
Annotated Code of Maryland, Family Law Article, §5-704

Related Policies: Board of Education Policy 1110, Communications with the Public
Board of Education Policy 4001, Drug Free Workplace
Board of Education Policy 4003, Sexual Harassment
Board of Education Policy 4004, Suspected Child Abuse, Neglect or Inappropriate Behavior by an Employee of the Baltimore County Public Schools
Board of Education Policy 4005, Dating or Sexual Relations Between Staff and Students
Board of Education Policy 4006, Telecommunications Access to Electronic Information, Services and Networks

Policy
ADOPTED: 11/20/07

Board of Education of Baltimore County