

Duties to colleagues

Legally...

The Teaching Profession Act, Section 18.1b (Duties of a Member to Fellow Members) requires: "A member shall on making an adverse report on another member, furnish him with a written statement of the report at the earliest possible time and not later than three days after making the report."

There are two exceptions to the Act. One is an allegation being made to the Children's Aid Society regarding potential child abuse. The other involves suspected sexual abuse of a student.

The law covers all members of the teaching profession: elementary and secondary; private and public schools; teachers and occasional teachers; your child's teacher; all members of the Ontario Teachers' Federation!

The legal definition of 'adverse report' has been interpreted to be one which can negatively impact a teacher's employment. School board policies require school and senior administration to notify employees when adverse reports are made against them which may lead to discipline or some other adverse impact on the employee's employment, subject to the legal exceptions noted above.

As a federation member...

The by-laws of the Ontario Secondary School Teachers' Federation include the following duty of members to other members:

5.2.1.2 "A member shall upon 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."

In Ottawa-Carleton OSSTF represents all unionized employees except elementary teachers.

Morally and ethically...

Every human being has the right to be treated with the respect described above. Non-unionized employees in Ottawa-Carleton, students, parents all fit in this category.

In conclusion ...

If you have a concern which is serious enough to report, follow the required channels.

If you have a concern which you are not prepared to bring to the attention of the person involved, keep it to yourself.

When you hear the beginning of an unprofessional discussion, speak up and stop the discussion or leave the room. When people get in the habit of behaving professionally, we can all feel secure in knowing that we will be treated fairly when we make mistakes.

