

## **COLLEGE READING AND LEARNING ASSOCIATION GUIDELINES FOR PROFESSIONAL ETHICS**

The College Reading and Learning Association (CRLA) is a professional organization whose members are dedicated to improving the reading and learning of college students. CRLA supports the dignity, potential, and rights of all readers and learners, particularly at the postsecondary level, and subscribes to ethical guidelines for the professional conduct of its members.

Based on shared values among members of CRLA, the guidelines delineated in this document serve as a basis for decision-making, as a touchstone for inspiration, and as a demonstration of the Association's dedication to the ethically responsible behavior of its members. Rather than rules for behavior, it is hoped that these principles will be considered as suggestions for professional behavior.

### **I. General Professional Responsibilities and Behavior**

CRLA members strive to

- A. represent accurately their capabilities, education, training, and experience;
- B. report honestly their research findings and professional activities;
- C. protect human subjects in their research by carefully considering possible consequences, obtaining appropriate consent, and treating participant information as confidential;
- D. treat all people fairly without discrimination on the basis of ethnicity, culture, color, national origin, religion, sexual orientation, gender, size, disability, age, or socioeconomic status;
- E. encourage ethical behavior in others;
- F. remain current in their professional credentials and area(s) of expertise.

### **II. Responsibilities to and Behavior toward Students**

CRLA members strive to

- A. support the educational rights, welfare, privacy, and interests of all students;
- B. treat all students fairly and equally;
- C. be truthful, candid, and helpful in dealing with students;
- D. encourage understanding and appreciation of diverse cultures;

- E. select students for programs based on established criteria and fair practices;
- F. select teaching and learning strategies that are accepted by professionals as ethical and legal;
- G. teach students with clear learning outcomes, current practices, and timely feedback;
- H. communicate clearly the potential outcomes and consequences of reading and learning strategies;
- I. involve students, as much as possible, in making decisions about their learning;
- J. execute assessment of students fairly, purposely, promptly, and competently;
- K. assess, on a regular basis, teaching goals and objectives to assure that student, program, and institutional goals are met.

### **III. Responsibilities to and Behavior toward Other Professionals**

CRLA members strive to

- A. define clearly, with subordinates and supervisors, job expectations and parameters;
- B. promote a sense of community in their immediate work area and institution;
- C. represent themselves, their program, and their institution honestly to potential employees and employers;
- D. follow carefully the institution's established hiring procedures;
- E. demonstrate respect of other professionals in written, verbal, and electronic forms;
- F. share ideas and information with other professionals;
- G. promote and facilitate the professional growth of all staff and colleagues.

### **IV. Responsibilities to and Behavior toward the Profession**

CRLA members strive to

- A. provide accurate, honest information about job candidates;
- B. uphold conformity to the profession's established standards and guidelines.

- C. contribute to the welfare of the profession by participating in professional associations and growing professionally through conferences, online discussion groups, and other means;
- D. resolve honestly any conflicts of interest that result from membership in two or more associations;
- E. explain their profession to the community and to their institution clearly and honestly;
- F. obtain established professional certification for their programs;
- G. credit individuals and sources from whom current programs and theories derive;
- H. develop political astuteness and take action as appropriate to the situation.

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