



## volunteer agreement/ shumla code of ethics

Please read pages 1–4, then sign and return page 5.

Fax to 432-292-4849, or mail to

Shumla School

PO Box 627

Comstock, TX 78837

For questions, call 432-292-4848 or E-mail [info@shumla.org](mailto:info@shumla.org)

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SHUMLA School is dedicated to the ethical pursuit of education and research, using the human and natural resources of the Lower Pecos.

The SHUMLA Code of Ethics and Conduct is promulgated to insure that every person associated with the SHUMLA School, including the Board of Directors, permanent and part-time staff, and volunteers shall adhere to highest standards demanded of professionals in the fields of archaeology, rock art research and education. SHUMLA Code of Ethics approved the 25<sup>th</sup> day of March 2006 by the Shumla School Board of Directors.

1. No person associated with the SHUMLA School shall intentionally violate the terms and conditions of any Texas antiquities statutes (see Texas Natural Resources Code, Title 9, Chapter 191), as now exist, or shall hereafter be amended or enacted, or engage in the practice of buying or selling artifacts for commercial purposes or engage in the willful destruction or distortion of archaeological data or disregard proper archaeological field techniques. In addition they shall discourage all activities that result in loss of scientific knowledge including irresponsible excavation, collecting, hoarding, exchanging, buying, or selling archaeological materials.
2. No person associated with the SHUMLA School shall violate any provision of the Code of Ethics promulgated by the American Rock Art Research Association. <http://www.arara.org/ethics.html>
3. No person associated with the SHUMLA School shall violate the Code of Ethics and Standard Practices for Texas Educators, set forth in Title 19, Part 7, Chapter 247, Rule 247.2, Texas Administrative Code.
4. No person shall use the name "SHUMLA" (Studying Human Use of Materials, Land, and Art), the initials SHUMLA, and/or the logos adopted by the SHUMLA School or identify themselves as associated with the SHUMLA School unless in conjunction with projects undertaken in full accordance with accepted professional standards, and only with permission of the Executive Director and the Executive Committee.

Persons violating this Code of Ethics and Conduct are subject to removal from any association with SHUMLA School in accordance with procedures set forth in the SHUMLA School Bylaws.

**If the foregoing terms are acceptable to you, please indicate by signing and returning page 5 of this agreement with the rest of your volunteer application. Make sure you retain a copy of the signed agreement for your own records.**

**Supplementary reading material included, page 2–4**

# *ARARA Code of Ethics*

<http://www.arara.org/ethics.html>

The **American Rock Art Research Association** (ARARA) subscribes to the following Code of Ethics and enjoins its members, as a condition of membership, to abide by the standards of conduct stated herein.

All local, state, and national antiquities laws will be strictly adhered to by the membership of ARARA. Rock art research shall be subject to appropriate regulations and property access requirements.

All rock art recording shall be nondestructive with regard to the rock art itself and the associated archaeological remains which may be present. No artifacts shall be collected unless the work is done as part of a legally constituted program of archaeological survey or excavation.

No excavation shall be conducted unless the work is one as part of a legally constituted excavation project. Removal of soil shall not be undertaken for the sole purpose of exposing subsurface rock art.

Potentially destructive recording and research procedures shall be undertaken only after careful consideration of any potential damage to the rock art site.

Using the name of the American Rock Art Research Association, the initials of ARARA, and/or the logos adopted by the Association and the identification of an individual as a member of ARARA are allowed only in conjunction with rock art projects undertaken in full accordance with accepted professional archeological standards. The name ARARA may not be used for commercial purposes. While members may use their affiliation with ARARA for identification purposes, research projects may not be represented as having the sponsorship of ARARA without express approval of the Executive Committee. The ARARA Code of Ethics, points 1 through 5, was adopted at the annual business meeting on May 24, 1987. The Code of Ethics was amended with the addition of the opening paragraph at the annual business meeting, May 28, 1988.

# *Texas Administrative Code*

[http://info.sos.state.tx.us/pls/pub/readtac\\$ext.TacPage?sl=R&app=9&p\\_dir=&p\\_rloc=&p\\_tloc=&p\\_ploc=&pg=1&p\\_tac=&ti=19&pt=7&ch=247&rl=2](http://info.sos.state.tx.us/pls/pub/readtac$ext.TacPage?sl=R&app=9&p_dir=&p_rloc=&p_tloc=&p_ploc=&pg=1&p_tac=&ti=19&pt=7&ch=247&rl=2)

Title 19            EDUCATION  
Part 7             STATE BOARD FOR EDUCATOR CERTIFICATION  
Chapter 247       EDUCATORS' CODE OF ETHICS  
Rule 247.2        Code of Ethics and Standard Practices for Texas Educators

(a) Statement of Purpose. The Texas educator shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall safeguard academic freedom. The Texas educator, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty. The Texas educator, in exemplifying ethical relations with colleagues, shall extend just and equitable treatment to all members of the profession. The Texas educator, in accepting a position of public trust, shall measure success by the progress of each student toward realization of his or her potential as an effective citizen. The Texas educator, in fulfilling responsibilities in the community, shall cooperate with parents and others to improve the public schools of the community.

(b) Enforceable Standards.

(1) Professional Ethical Conduct, Practices and Performance.

(A) Standard 1.1. The educator shall not knowingly engage in deceptive practices regarding official policies of the school district or educational institution.

(B) Standard 1.2. The educator shall not knowingly misappropriate, divert, or use monies, personnel, property, or equipment committed to his or her charge for personal gain or advantage.

(C) Standard 1.3. The educator shall not submit fraudulent requests for reimbursement, expenses, or pay.

(D) Standard 1.4. The educator shall not use institutional or professional privileges for personal or partisan advantage.

(E) Standard 1.5. The educator shall neither accept nor offer gratuities, gifts, or favors that impair professional judgment or to obtain special advantage. This standard shall not restrict the acceptance of gifts or tokens offered and accepted openly from students, parents, or other persons or organizations in recognition or appreciation of service.

(F) Standard 1.6. The educator shall not falsify records, or direct or coerce others to do so.

(G) Standard 1.7. The educator shall comply with state regulations, written local school board policies, and other applicable state and federal laws.

(H) Standard 1.8. The educator shall apply for, accept, offer, or assign a position or a responsibility on the basis of professional qualifications.

(2) Ethical Conduct Toward Professional Colleagues.

(A) Standard 2.1. The educator shall not reveal confidential health or personnel information concerning colleagues unless disclosure serves lawful professional purposes or is required by law.

(B) Standard 2.2. The educator shall not harm others by knowingly making false statements about a colleague or the school system.

(C) Standard 2.3. The educator shall adhere to written local school board policies and state and federal laws regarding the hiring, evaluation, and dismissal of personnel.

(D) Standard 2.4. The educator shall not interfere with a colleague's exercise of political, professional, or citizenship rights and responsibilities.

(E) Standard 2.5. The educator shall not discriminate against or coerce a colleague on the basis of race, color, religion, national origin, age, sex, disability, or family status.

(F) Standard 2.6. The educator shall not use coercive means or promise of special treatment in order to influence professional decisions or colleagues.

(G) Standard 2.7. The educator shall not retaliate against any individual who has filed a complaint with the SBEC under this chapter.

(3) Ethical Conduct Toward Students.

(A) Standard 3.1. The educator shall not reveal confidential information concerning students unless disclosure serves lawful professional purposes or is required by law.

(B) Standard 3.2. The educator shall not knowingly treat a student in a manner that adversely affects the student's learning, physical health, mental health, or safety.

(C) Standard 3.3. The educator shall not deliberately or knowingly misrepresent facts regarding a student.

(D) Standard 3.4. The educator shall not exclude a student from participation in a program, deny benefits to a student, or grant an advantage to a student on the basis of race, color, sex, disability, national origin, religion, or family status.

(E) Standard 3.5. The educator shall not engage in physical mistreatment of a student.

(F) Standard 3.6. The educator shall not solicit or engage in sexual conduct or a romantic relationship with a student.

(G) Standard 3.7. The educator shall not furnish alcohol or illegal/unauthorized drugs to any student or knowingly allow any student to consume alcohol or illegal/unauthorized drugs in the presence of the educator.

Source Note: The provisions of this §247.2 adopted to be effective March 1, 1998, 23 TexReg 1022; amended to be effective August 22, 2002, 27 TexReg 7530



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**Volunteer signature** \_\_\_\_\_ **Date** \_\_\_\_\_

Printed Name \_\_\_\_\_