The Ethical Professional Practice competency area pertains to the knowledge, skills, and attitudes needed to understand and apply ethical standards to one’s work. While ethics is an integral component of all the competency areas, this competency area focuses specifically on the integration of ethics into all aspects of self and professional practice.

Basic

One should be able to:

- articulate one's personal code of ethics for student affairs practice, which reflects the ethical statements of professional student affairs associations and their foundational ethical principles;

- describe the ethical statements and their foundational principles of any professional associations directly relevant to one's working context;

- explain how one's behavior embodies the ethical statements of the profession, particularly in relationships with students and colleagues, in the use of technology and sustainable practices, in professional settings and meetings, in global relationships, and while participating in job search processes;

- identify ethical issues in the course of one's job;

- utilize institutional and professional resources to assist with ethical issues (e.g., consultation with more experienced supervisors and/or colleagues, consultation with an association's Ethics Committee);
• assist students in ethical decision making and make referrals to more experienced professionals when appropriate;

• demonstrate an understanding of the role of beliefs and values in personal integrity and professional ethical practices;

• appropriately address institutional actions that are not consistent with ethical standards; and

• demonstrate an ethical commitment to just and sustainable practices.

Intermediate

One should be able to:

• explain how one's professional practice also aligns with one's personal code of ethics and ethical statements of professional student affairs associations;

• identify and seek to resolve areas of incongruence between personal, institutional, and professional ethical standards;

• address and resolve lapses in ethical behavior among colleagues and students;

• recognize the legal influences on the ethical statements of different functional areas and professions within student affairs (e.g., medical professionals, counselors);

• identify and articulate the influence of various cultures in the interpretation of ethical standards; and

• articulate and implement a personal protocol for ethical decision making.

Advanced

One should be able to:

• engage in effective consultation and provide advice regarding ethical issues with colleagues and students;

• ensure those working in the unit or division adhere to identified ethical guidelines and appropriately resolve disparities;

• actively engage in conversation with staff about the ethical statements of professional associations; and

• actively support the ethical development of other professionals as well as developing and supporting an ethical organizational culture within the workplace.