

DRAFT

CODES OF ETHICS
SIETAR INTERNATIONAL

SIETAR MISSION STATEMENT

The International Society for Intercultural Education, Training and Research (SIETAR International) is an interdisciplinary professional and service organization whose purpose is to implement and promote cooperative interactions and effective communication among peoples of diverse cultures, races and ethnic groups. Its objective is to encourage the development and application of knowledge, values and skills which enable effective intercultural, interracial and interethnic actions at the individual, group, organization and community levels.

SIETAR PROFESSIONAL GUIDELINES

SIETAR International members are committed to meeting the highest standards of professional conduct. We agree to do this through fulfilling specific responsibilities to our colleagues, our field, our students, trainees and clients, and the culture groups with which we work.

A. COLLEAGUES

In order to fulfill our responsibilities to our colleagues, we agree to do the following:

1. Show respect for our colleagues' time, energy, experience, materials, good will, and trust. Be careful never to take unfair advantage of them.
2. Give full credit when we are using others' ideas, techniques, materials, and data.
3. Actively encourage and participate in networking among colleagues, sharing ideas, resources, and contacts frequently.
4. Be discreet and fair in critiquing colleagues. Do not downplay their capabilities in order to enhance our own reputations.
5. Be aware of and actively seek feedback on our own strengths, weakness, and cultural bias.
6. Be accountable to our colleagues for our professional decisions, actions and the consequences of our actions. Hold our colleagues accountable.

B. THE FIELD

In order to fulfill our responsibilities to our field (Intercultural Education, Training and Research), we agree to do the following:

1. Contribute to the definition of the field and the cumulative body of knowledge developing in the field.
2. Systematically investigate relevant topics.
3. Use culturally appropriate methods of investigation.
4. Report honestly and fully on our findings, circulating these as widely as possible, both formally and informally.
5. Introduce helpful theories and data from other fields and disciplines.
6. Construct and share our own theories and conceptual frameworks.
7. Contribute to the professional development of others in the field, assisting them whenever possible through advice, participation in activities, explanation of professional growth opportunities, etc.
8. Not avoid the ethical dilemmas in our work. Become conscious of them, help others understand them, and act in constructive ways as we begin to deal with them.

C. STUDENTS, TRAINEES AND CLIENTS

In order to fulfill our responsibilities to our students, trainees, clients, and other groups to whom we provide information, services and products, we agree to do the following:

1. Know the limits of our experience, knowledge and skills. When someone asks us to do something for which we are not qualified, admit that we are not. Then help them find someone who is.
2. Avoid exaggerated claims but be accurate about the effects of our work. Explain realistically both the positive and negative effects.
3. Plan our courses, programs and projects thoroughly and thoughtfully, involving as many of the people concerned as possible.
4. Diagnose the needs of the organization and the individuals accurately. Be clear on our own needs in each situation.

5. Set relevant, realistic goals in cooperation with the organization and the individuals involved.
6. Clarify the values and assumptions on which we are operating and determine whose values these are.
7. Design the most effective, most culturally appropriate activities, making explicit the models and conceptual frameworks we are using and the culture(s) from which they come.
8. Develop, to the extent possible, new and culturally unbiased concepts, methods, and materials. Select from existing resources the ones which are most compatible for the specific group with which we are working.
9. Anticipate the long term effects of each activity. Make clear how individuals, organizations and cultures may change as a result of our activity.
10. Respect individuals' feelings, attitudes or behavior. In other words, not force change upon those with whom we work, and not attempt to influence them without their knowledge.
11. Conduct culturally appropriate evaluations at all phases of our professional activities, including a follow-up evaluation to measure the lasting effects of each activity. Provide all results of the evaluation, both positive and negative, to the person or organization for whom we are working.
12. Protect confidential information entrusted to us about organizations, groups, and individuals.

D. CULTURE GROUPS

In order to fulfill our responsibilities to the culture groups with which, and between which, we work, we agree to do the following:

1. Become thoroughly familiar with, and take fully into account, the historical, political and economic interests of each culture group.
2. In our decisions and actions, not discriminate against, or for, any particular cultures, nationalities, races, classes or religious creeds.
3. Avoid institutional prejudice and take positive steps to overcome it.
4. Defend, and help others to understand, the concerns, interests and rights of other groups, especially those whose

values, priorities, and opportunities are very different from our own.

5. Discourage any culture group's exploitation, domination or harmful actions towards other groups in the world community.

6. Anticipate and deal constructively with potential conflicts between ourselves and our colleagues, and between ourselves and the various groups we serve.

7. Resolve such conflicts, as often as possible, by giving priority to our primary common objective: to enable individuals to interact creatively and responsibly with people from differing cultures.

E. OUR BASIC RESPONSIBILITY

We endeavor to improve constantly the quality of our work, and the quality of our relationships with one another and with those whom we serve.