

Caring and Responsive Relationships | Professional role and responsibilities

Conduct Outside Work

This article addresses issues that members face and applies the Code of Ethics and Standards of Practice to various situations.

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Q: Following some discussion with colleagues, I am looking for clarification about how RECEs should behave outside of work hours. **What are the College's expectations?**

All registered early childhood educators are part of a self-regulated profession and therefore need to be mindful of their conduct both during and outside of work hours. Though you may not be at work, you still hold the profession's protected title and designation of RECE at all times. This indicates that you have committed to uphold the *Code of Ethics and Standards of Practice* and are accountable as a trusted professional in your community, regardless of the situation or setting.

According to Standard IV: C.4 of the *Code of Ethics and Standards of Practice*, RECEs “model professional values, beliefs and behaviours with children, families and colleagues. They understand that their conduct reflects on them as professionals and on their profession at all times.”

This means that RECEs should reflect on their professional role and responsibilities, including but not limited to, the following situations:



- Interactions with children, families, colleagues and supervisees outside of the workplace.
- Behaviour in all public settings (community events, public forums and spaces, etc.).
- Postings on social media platforms (Facebook, Twitter, Instagram, Snapchat, etc.).
- Communications with the College of Early Childhood Educators.

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Put it into Practice: On your own or at your next team meeting, reflect on your professional identity outside of work. What does it mean to you to be part of a self-regulated profession? How do you want to be viewed by the public? Consider behaviours that could put your professional reputation at risk and reflect negatively on the entire profession. Consult the [*Code of Ethics and Standards of Practice*](#), the Professional Misconduct Regulation and the new [*Practice Guideline on Professionalism*](#).

It is important to remember that being recognized as a regulated profession depends on the trust and confidence of the public in individuals who hold the RECE designation.

Families in Ontario associate the RECE designation with qualified, accountable professionals who build caring and responsive relationships with children and families. RECEs must demonstrate a high standard of professional conduct both at work and outside of work to maintain public trust and confidence in their professionalism.