

Code of Ethics for Children's Groups of the Czech Academy of Sciences



This Code of Ethics is a moral commitment that governs the moral attitudes, behavior, actions, and approach of all employees toward children and their legal guardians, colleagues, the public, the organization, and themselves, and serves primarily to improve the quality of care provided.

Caregivers in relation to themselves and the performance of their profession

- Is aware of the meaning of their work and perceives working with children as a mission.
- They take care of their personal and professional development through continuous self-education.
- They take care of their appearance, demeanor, and refined speech. They strive to set an example.
- They are patient, flexible, responsible, active, and creative.

Caregiver in relation to colleagues

- Respects the privacy, personal and professional differences of colleagues.
- Maintains non-confrontational interpersonal relationships and adheres to the basics of decent behavior (the rule "Say hello, ask, thank you, apologize for mistakes").
- Communicates openly and truthfully within the framework of creative teamwork and applies methods of constructive criticism in a polite manner.
- Is aware of the boundaries between professional and personal relationships within the team. Maintains a good atmosphere within the team.
- Shares knowledge gained through self-education with colleagues and applies it in the educational process of children.
- She prefers teamwork in the work collective and works towards a common goal.

Caregiver in relation to the child in their care

- Knows, considers, and reflects on the needs of children.
- Respects their individual differences and creates a safe space with clear boundaries in which they communicate openly and clearly.
- Consciously guides children towards the comprehensive development of their potential with an emphasis on their safety.
- Supports children's self-confidence, self-realization, responsibility, and teaches them to work with mistakes.
- She sets basic rules and insists on their observance, as she is aware that boundaries are necessary for children to feel secure and safe.
- Maintains calmness, a positive attitude, patience, and empathy.
- Treats all children equally.
- Encourages children to become independent in accordance with their age and development.

Caregiver in relation to parents

- Is aware of the boundaries of professional and personal relationships with parents and maintains confidentiality about confidential information obtained from the family.
- Communicates actively, truthfully, and openly with parents about the child's progress, development, and behavior.
- Creates space for mutual trust.
- Is loyal and respects the individual differences of parents, families, and children.
- Respects parental rights to the child.

Caregiver in relation to the organization

- Is loyal to the organization and strives to continuously improve its reputation.
- Acts in accordance with the philosophy, goals, and methods of the children's group.
- Is aware that internal or personal matters should not be discussed in front of children and parents.
- Points out possible shortcomings and violations of the DS management rules.

DS management in relation to team members

- Is fully responsible for the safety of operations in the children's group.
- Oversees the budget of children's groups and the effective use of funds.
- Anticipates risky situations and prevents possible damage to health and property.
- Ensures the training of all team members.
- Is open to suggestions from team members that further develop children's groups and increase their professionalism and standard of childcare.
- Respects the privacy, personality, and professional differences of team members.
- It recognizes the boundaries of professional and personal relationships within the team. It promotes a good atmosphere within the team.

Parent in relation to the caregiver

- Respects and follows the rules of the daycare center.
- Respects the professionalism and education of caregivers and nursing home management
- Ensures conflict-free interpersonal relationships and adheres to the basics of decent behavior.
- Resolves conflicts with respect, understanding, and in a polite manner, without the presence of children.

Parents in relation to other parents and children

- Ensures conflict-free interpersonal relationships and adheres to the basics of decent behavior.
- Respects individual differences.

The child in relation to caregivers

- Adheres to the basics of decent behavior (the rule of "say hello, ask, thank you, apologize for mistakes").
- Complies with the basic rules set by DS or the caregiver.

This Code of Ethics shall take effect on September 1, 2025.