



ETHICAL CONDUCT OF SCHOOL PERSONNEL & ADMINISTRATORS

(Adapted from the Code of Ethics and The Principles of Professional Conduct of The Education Profession in Florida)

As a representative of Graceful Christian Academy, instructional personnel, educational support employees, and administrators must demonstrate and uphold standards of ethical conduct both inside and outside of the classroom.

Training Requirement All instructional personnel, educational support employees, and administrators are required as a condition of employment to complete training on these standards of ethical conduct.

As an employee and a role model to students, instructional personnel, educational support employees, and administrators have a duty, at all times, to:

Abide by the Code of Ethics of the Education Profession in Florida (Rule 6B-1.001, F.A.C.)

1. Our school values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic citizenship. Essential to the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all.
2. Our primary professional concern will always be for the student and for the development of the student's potential. We will therefore strive for professional growth and will seek to exercise the best professional judgement and integrity.
3. Aware of the importance of maintaining the respect and confidence of one's colleagues, of students, of parents, and of other members of the community, our school strives to achieve and sustain the highest degree of ethical conduct.

Abide by all school policies and procedures with steadfast adherence to the following:

Immediately report known or suspected child abuse or neglect to the Florida Department of Children and Families Toll-Free Hotline

(1-800-96-ABUSE)

In accordance with section 39.201, Florida Statutes, any person who knows, or has reasonable cause to suspect, that a child is abused, abandoned, or neglected by a parent, legal custodian, caregiver, or other person responsible for the child's welfare, or that a child is in need of supervision and care and has no parent, legal custodian, or responsible adult relative immediately known and available to provide supervision and care shall report such knowledge or suspicion to the Department of Children and Families (DCF) Central Abuse Hotline at 1-800-96-ABUSE.

Instructional personnel, educational employees, and administrators may report such information to DCF in unison, but reporting to another school employee does not fulfill the legal obligation to report to DCF.

A person who is required by statute to report known or suspected abuse or neglect and fails to do so, is subject to disciplinary action by the school, by the State Department of Education (when applicable), and/or through criminal prosecution.

In **section 39.01(2)**, Florida Statutes, the term “Abuse” means any willful act or threatened act that results in any physical, mental, or sexual injury or harm that causes or is likely to cause the child’s physical, mental, or emotional health to be significantly impaired. Abuse of a child includes acts or omissions. Corporal discipline of a child by a parent or legal custodian for disciplinary purposes does not in itself constitute abuse when it does not result in harm to the child.

In **section 39.01(44)**, Florida Statutes, an act of “Neglect” occurs when a child is deprived of, or is allowed to be deprived of, necessary food, clothing, shelter, or medical treatment or a child is permitted to live in an environment when such deprivation or environment causes the child’s physical, mental, or emotional health to be significantly impaired or to be in danger of being significantly impaired.

In **section 39.01(47)**, Florida Statutes, “Other person responsible for a child’s welfare” includes the child’s legal guardian or foster parent; an employee of any school, public or private child day care center, residential home, institution, facility, or agency; a law enforcement officer employed in any facility, service, or program for children that is operated or contracted by the Department of Juvenile Justice; or any other person legally responsible for the child’s welfare in a residential setting; and also includes an adult sitter or relative entrusted with a child’s care.

Immediately report to the principal any alleged misconduct that affects the health, safety, or welfare of a student, by instructional personnel or educational support employees. Reports of misconduct by administrators should be made to the lead pastor.

In accordance with section 1012.795(1)(b), Florida Statutes, any instructional personnel, educational support employees, or school administrators must report alleged misconduct that affects the health, safety, or welfare of a student by instructional personnel, educational support employees, or administrators. If instructional personnel, educational support employees, or administrators

have knowledge of a violation of section 1012.795 or the Principles of Professional Conduct or the school’s code of conduct, it is to be reported to the principal.

School personnel who fail to report misconduct of other school personnel that affect the health, safety, or welfare of students shall be subject to disciplinary action up to and including termination of employment and revocation of their Florida Educator Certificate (if applicable).

Policies and procedures for reporting misconduct by instructional personnel, educational support employees, or school administrators which affects the health, safety, or welfare of a student are posted in the Employee Handbook and on the school's website: sccasharks.org.

Liability Protections: Any person, official, or institution participating in good faith in any act authorized or required by law, or reporting in good faith any instance of child abuse, abandonment, or neglect to the department or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action. (F.S. 39.203)

An employer who discloses information about a former or current employee to a prospective employer of the former or current employee upon request of the prospective employer or of the former or current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under F.S. Chapter 760. (F.S. 768.095)