



Standards of Ethical Conduct Abundant Life Christian Academy 2255

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

All faculty and staff shall adhere to the following principles of professional conduct. Violation thereof may result in immediate dismissal from the Academy. All Faculty and Staff shall:

1. Make a reasonable effort to protect a student from conditions harmful to learning and/or to the student's mental and/or physical well-being, health and/or safety
2. Not unreasonably deny a student access to diverse points of view
3. Not intentionally suppress or distort subject matter relevant to a student's academic program
4. Not intentionally expose a student to unnecessary embarrassment or disparagement
5. Not intentionally violate or deny a student's legal rights
6. Shall not harass or discriminate against any student but shall make a reasonable effort to protect each student from harassment or discrimination.
7. Not exploit a relationship with a student for personal gain or advantage
8. Keep in confidence information obtained in the course of professional service, unless disclosure serves professional purpose or is required by law
9. Distinguish between personal views and those of the educational institution and ministry
10. Maintain honesty in all professional dealings
11. Not intentionally conceal truth and/or distort or misrepresent facts concerning an educational matter through direct or indirect public expression
12. Accept no gratuity, gift, or favor that might influence professional judgment
13. Offer no gratuity, gift, or favor to obtain special advantages
14. Not intentionally interfere with a colleague's rights and responsibilities
15. Not intentionally make wrongful or false statements about a colleague
16. Treat others with dignity and honor

Code of Ethics (in acc. w/ State Board of Education Rule 6A – 10.080) All faculty and staff shall observe the following Code of Ethics:

- The faculty values the worth and dignity of every person, the pursuit of truth, the devotion of 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.
- The faculty's primary professional concern shall always be for the student and for the development of the student's potential. The faculty shall therefore strive for

- professional growth and shall seek to exercise the best professional judgment and integrity.
- Aware of the importance of maintaining the respect and confidence of one's colleagues, students, parents, and other members of the community, the faculty shall strive to achieve and sustain the highest degree of ethical conduct.

Code of Ethics (in acc. w/ ALCA Standard) Christian teachers are representatives of Christ and His Church at all times. Therefore, in addition to the above Code of Ethics, teacher conduct shall be above reproach at all times. All ALCA teachers are required to complete Ethics in Education training, must have read the full ALCA Ethics in Education Policy, and sign a statement of understanding and agreement. Internal problems shall only be discussed between faculty members directly involved and administrators.

Ethics in Education

All school employees and students have the right to an educational setting that is a safe, secure, and peaceful environment. Employees who supervise students are to participate in Ethics in Education training. ALCA will not tolerate bullying and/or harassment of any type. Conduct that constitutes bullying and/or harassment, as defined by FL Statutes, is prohibited. Failure to report Educator Misconduct may result in penalties up to termination. Signature of ALCA's Harassment Disclaimer is required.

A. Bullying and Harassment (in acc. w/ Florida Statutes, section 1006.147)

Definitions:

(1) Bullying means systematically and chronically inflicting psychological distress or physical hurt on one or more students and may involve but is not limited to:

- Destruction of property
- Intimidation
- Physical violence
- Public humiliation
- Sexual, religious, or racial harassment
- Social exclusion
- Stalking
- Teasing
- Theft
- Threat

(2) Harassment means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal, or physical conduct directed against a student or school employee that:

- Places a student or school employee in reasonable fear of harm to his or her person or damage to his or her property

- o Has the effect of substantially interfering with a student's educational performance, opportunities, or benefits
 - o Has the effect of substantially disrupting the orderly operation of a school
- Bullying and Harassment also include retaliation against a student or school employee by another student or school employee for asserting or alleging an act of bullying or harassment. (Reporting an act of bullying or harassment that is not made in good faith is considered retaliation.)

B. Reporting Child Abuse or Neglect (in acc. w/ Florida Statutes, section 39.201)

In accordance with FL 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) toll-free Central Abuse Hotline at 800-96-ABUSE or report online at: <http://www.dcf.state.fl.us/abuse/report/>.

Instructional personnel and school 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 3rd degree felony charges and disciplinary action by the employer, by the State Department of Education and/or criminal prosecution including possible monetary fines. Any person who reports in good faith any instance of child abuse, abandonment, or neglect to the Department of Children and Families or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action:

- "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.
- "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.
- "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.

Signs of Physical Abuse The child may have unexplained bruises, welts, cuts, or other injuries, broken bones; or burns. A child experiencing physical abuse may seem withdrawn or depressed, seem afraid to go home or may run away, shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries.

Signs of Sexual Abuse The child may have torn, stained, or bloody underwear, trouble walking or sitting, pain or itching in genital area, or a sexually transmitted disease. A child experiencing sexual abuse may have unusual knowledge of sex or act seductively, fear a particular person, seem withdrawn or depressed, gain or lose weight suddenly, shy away from physical contact, or run away from home.

Signs of Neglect The child may have unattended medical needs, little or no supervision at home, poor hygiene, or appear underweight. A child experiencing neglect may be frequently tired or hungry, steal food, or appear overly needy for adult attention.

Patterns of Abuse: Serious abuse usually involves a combination of factors. While a single sign may not be significant, a pattern of physical or behavioral signs is a serious indicator and should be reported.

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)

C. Reporting Educator Misconduct

All employees, educational support employees, and administrators have an obligation to report misconduct by instructional personnel and school administrators, which affects the health, safety, or welfare of a student. Examples of misconduct include obscene language, drug and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors.

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.

Reports of misconduct of employees should be made to

LATOYA DEAN

LDEAN@ALCAEAGLES.COM – (954) 979-2665

Reports of misconduct committed by administrators should be made to

DR. OWEN FACEY

OFACEY@ALCAEAGLES.COM – (954) 979-2665

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are posted in **glass case in cafeteria, school office, teacher's lounge.**

Web site at **www.alcaeagles.com**