

Graced Christian Schools of Pasco
9403 Scot St. Hudson, FL 346569

Standards of Ethical Conduct 2/2011

Standards of Ethical Conduct

1. Grace Christian 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 equal opportunity for all.
2. Our primary concern is the student and the development of the student's potential. Employees will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.
3. Concern for the student requires that our instructional personnel:
 - a. Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.
 - b. Shall not unreasonably restrain a student from independent action in pursuit of learning.
 - c. Shall not unreasonably deny a student access to diverse points of view.
 - d. Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
 - e. Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
 - f. Shall not intentionally violate or deny a student's legal rights.
 - g. Shall not harass or discriminate against any student on the basis of race, color, sex, age, national or ethnic origin, political beliefs, handicapping condition or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
 - h. Shall not exploit a relationship with a student for personal gain or advantage.
 - i. Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
4. Aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the community, employees of Grace Christian School must display the highest degree of ethical conduct. This commitment requires that our employees:
 - a. Shall maintain honesty in all professional dealings and shall make accurate and complete reports about students.
 - b. Shall respect the confidence of students. Employees should refrain from disclosing any of the student's background or deficiencies to other members of the staff in open conversation. However, when the welfare of a student requires it, the employee accepts his/her duty to relay information to those authorized persons engaged in assisting the student.
 - c. Shall speak constructively and receive constructive criticism in a spirit of friendliness. Blatant criticism of colleagues by students or others should be censured. The employee shall not be involved in conduct such as fault-finding, gossiping in public, airing of personal grievances through students, or undermining the school administration by open statements in public.
 - d. Shall not on the basis of race, color, sex, age, national or ethnic origin, political beliefs, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.

- e. Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.
- f. Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.
- g. Grace Christian School instructional personnel are adult supervisors, not companions to students. He/she avoids the appearance, as well as the fact of activities that are not in keeping with the highest standards of Christian conduct.

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.

Reporting Misconduct by Instructional Personnel and Administrators

All 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. Reports of misconduct of employees should be made in writing to Shawn Weeks, principal of Grace Christian School. The address is 9403 Scot Street Hudson Florida 34669. The phone number is 727-863-1825 and email is sweeks@gcspasco.org.

Reports of misconduct committed by administrators should be made in writing to Luke Waatti the Chairperson of the School Committee. The address is 9403 Scot Street Hudson Florida 34669. The phone number is 727-863-1825. 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 affect the health, safety, or welfare of a student are posted in the faculty manual for this school and in the elementary school hallway. This information is posted on the school web site at www.gracechristianschoolfl.com.

Reporting Child Abuse, Abandonment or Neglect

All employees and agents have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Call 1-800-96-ABUSE or report online at: <http://www.dcf.state.fl.us/abuse/report/>.

Signs of Physical Abuse

The child may have unexplained bruises, welts, cuts, or other injuries such as 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)

Failure to Report

Failure to report misconduct can result in disciplinary action. Disciplinary action can be warnings, suspension or termination. Discipline will depend on the type of misconduct or failure to report misconduct. Discipline will be determined by the School Committee.