

## Indian Rocks Christian School Standards of Ethical Conduct



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

### Philosophic Principles

1. Our school values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, the nurture of democratic citizenship, and the spiritual and more growth of each student. Essential to the achievement of these standards is the freedom to learn and to teach and the guarantee of equal opportunity for all.
2. Our primary professional 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 and obligation for the student requires that our instructional personnel:
  - a) Shall make reasonable effort to protect the student from conditions harmful to learning, and/or the student's mental health 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, religion, sex, age, national or ethnic origin, political beliefs, handicapping condition, or social and family background exclude a student from participation in a program; deny a student benefits; or grant a student advantages and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
  - h) Shall not exploit a professional relationship with a student for personal gain or advantage.
  - i) Shall keep in confidence personally identifiable information obtained in the course of professional services, unless disclosure serves professional purposes or is required by law.

### Principles of Professional Conduct

The following disciplinary rule shall constitute the Principles of Conduct for the education profession of IRCS and shall apply to all employees. Violation of any of these principles shall subject the individual to a recommendation for revocation or suspension of the teacher's certificate, possible loss of employment in the ministry of IRCS, and/or the other penalties as provided by law.

4. The Christian educator shall be aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the members of the community. The Christian educator strives to achieve and sustain the highest degree of ethical, moral and spiritual conduct. The maintenance of a Biblical Christian testimony is paramount.

Obligation to the profession of education requires that our instructional personnel:

- a) Shall maintain honesty in all professional dealings.
- b) Shall not on the basis of race, color, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.
- c) Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.
- d) 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.
- e) Shall not make malicious or intentionally false statements about a colleague and shall observe the principles of Matthew 18 to resolve all human relationship conflicts.
- f) Shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which the individual is affiliated.
- g) Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression.

- h) Shall not use institutional privileges for personal gain or advantage.
- i) Shall maintain a Biblical Christian testimony at all times in the classroom and in the community.
- j) Shall support and practice the philosophy of IRCS and shall work diligently to implement the mission of IRCS with particular emphasis on leading students to a saving knowledge of Jesus Christ.
- k) Shall not use coercive means or promise special treatment to influence professional judgments of colleagues.
- l) Shall not misrepresent one's own professional activities.
- m) Shall not submit fraudulent information on any document in connection with professional activities.
- n) Shall not make any fraudulent statement or fail to disclose a material fact in one's own or another's application for a professional position.
- o) Shall not knowingly withhold information regarding a position from an applicant or misrepresent an assignment or conditions of employment.
- p) Shall not assist entry into or continuance in the profession of any person know to be unqualified in accordance with the principles of IRCS, the Statement Faith of FBCIR, Principles of Professional Conduct for the Education Profession in Florida and the applicable Florida Statutes and State Board of Education Rules.
- q) Shall self-report within forty-eight (48) hours to Human Resources any arrests/ charges involving the abuse of a child or the sale and/or possession of a controlled substance. Such notice shall not be considered an admission of guilt nor shall such notice be admissible for any purpose in any proceeding, civil or criminal, administrative or judicial, investigatory or adjudicatory. In addition, shall self-report any conviction, finding of guilt, withholding of adjudication, commitment to a pretrial diversion program, or entering of a plea of guilty or Nolo Contendere for any criminal offense including minor traffic violation with forty-eight(40) hours after the final judgment. When handling sealed and expunged records disclosed under this rule, IRCS shall comply with the confidentiality provisions of Sections 943-0585(4)(c) and 943.059(4)(c), Florida Statutes.
- r) Shall report to appropriate authorities any known violation of IRCS Code of Ethics.

### **Training Requirement**

All instructional personnel 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. If you suspect misconduct, please contact:

John Little, First Baptist Church of Indian Rocks Human Resource Manager at [john\\_little@indianrocks.org](mailto:john_little@indianrocks.org) or 727-593-8729

John Little will investigate the situation further.

Reports of misconduct committed by administrators should be made to

John Little, First Baptist Church of Indian Rocks Human Resource Manager at [john\\_little@indianrocks.org](mailto:john_little@indianrocks.org) or 727-593-8729.

John Little will investigate the situation further.

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services by John Little's Office. 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

All Mail/Copy Rooms of Veritas, Pre-School/Elementary and Middle/High School

and on our Web site at [www.ircs.org](http://www.ircs.org).

#### 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; 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)

#### 2014 Florida Statutes References:

<http://www.leg.state.fl.us/Welcome/index.cfm?CFID=11170534&CFTOKEN=32518641>

Title V Chapter 39  
Judicial Branch Proceedings Relating To Children

39.203 Immunity from liability in cases of child abuse, abandonment, or neglect.—

(1)(a) Any person, official, or institution participating in good faith in any act authorized or required by this chapter, 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.

(b) Except as provided in this chapter, nothing contained in this section shall be deemed to grant immunity, civil or criminal, to any person suspected of having abused, abandoned, or neglected a child, or committed any illegal act upon or against a child.

(2)(a) No resident or employee of a facility serving children may be subjected to reprisal or discharge because of his or her actions in reporting abuse, abandonment, or neglect pursuant to the requirements of this section.

(b) Any person making a report under this section shall have a civil cause of action for appropriate compensatory and punitive damages against any person who causes detrimental changes in the employment status of such reporting party by reason of his or her making such report. Any detrimental change made in the residency or employment status of such person, including, but not limited to, discharge, termination, demotion, transfer, or reduction in pay or benefits or work privileges, or negative evaluations within a prescribed period of time shall establish a rebuttable presumption that such action was retaliatory.

Title XLV Chapter 768  
TORTS Negligence

768.095 Employer immunity from liability; disclosure of information regarding former or current employees.—  
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 chapter 760.

I have read and carefully considered the Code of Ethics. I agree to abide by and fulfill these guidelines. I understand and agree that failure to perform these requirements will be grounds for termination.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name: \_\_\_\_\_

Note: This document does not represent a contract of Employment.