

## **Standards of Ethical Conduct**

### **Grace Leadership Preparatory Institute**

1. Grace Leadership Preparatory (GLPI) values the worth and dignity of every person, pursuit of truth, devotion to excellence, acquisition of knowledge, and 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. At Grace Leadership Preparatory our primary goal 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.

*Note: Your initials represents your acknowledgement and your willingness to abide by the "Standards of Ethical Conduct" required by the State of Florida.*

3. Our 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 t to the students mental and/or physical health and and/or safety
  - b. \_\_\_ Shall not unreasonably restrain a student from independent action in pursuit of learning.
  - c. \_\_\_ Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
  - d. \_\_\_ Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
  - e. \_\_\_ Shall not intentionally violate or deny a student's legal rights.
  - f. \_\_\_ Shall not harass or discriminate and student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
  - g. \_\_\_ Shall not exploit a relationship with a student for personal gain or advantage.
  - h. \_\_\_ Shall not keep in confidence personally identifiable information obtained in the course of professional service or in required by law.
4. \_\_\_ I am aware of the importance of maintaining the respect and confidence of colleagues, student, or parents, and of the community, employees of our school must display the highest degree of ethical conduct. This commitment requires that our employees:
  - a. \_\_\_ Shall maintain honesty in all professional dealings.
  - b. \_\_\_ Shall not on the basis race, color, religion, sex, age national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualifies, or social and family background deny to a colleague professional benefits or advantage 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 unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly process 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 collect.

## **Reporting Misconduct Procedures and Policy**

### **Reporting Professional Misconduct**

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 to the School Administrator & COO Ms. Denese Simpson & Stephan Benson in Fort Lauderdale and School Business Administrator Dr. Nekeisha Bascombe in Miami Gardens.
- Reports of misconduct committed by administrators should be made to the Director: Ms. Chantale Milord.

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 the main office and on our Web site at [www.graceleadershipprep.org](http://www.graceleadershipprep.org).

### **Liability Protections**

1. \_\_\_\_\_ F.S. 39.203 (1) (a): "Any person...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".
2. \_\_\_\_\_ An employer who disclose information about a former or current employee to a prospective employer of the former or current employee upon request of the prospective employer of the current or former employees is immune from civil liability for such disclosure or its consequence 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)

As consideration of employment of all employees must complete training, I acknowledge that I have read, understand and completed training in **Standards of Ethical Conduct, Reporting Misconduct, and Liability Protections**. I agree to follow the **Standards of Ethical Conduct, Reporting Misconduct, and Liability Protection** at all times.



**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.