

**HOPE CHRISTIAN ACADEMY (5658)**

**1824 DEAN ROAD**

**JACKSONVILLE, FLORIDA 32216**

**Code of Ethics-Education Profession**

**Adopted Florida Code of Ethics, and revised with additions to satisfy language where applicable and non-applicable to meet the needs of the academy.**

### **Code of Ethics – Education Profession**

1. The educator values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic citizenship. Freedom to learn and to teach and the guarantee of equal opportunity for all are essential in the achievement.
2. The educator's primary professional concern will always be for the student and for the development of the student's potential. The educator will therefore strive for professional growth and will seek to exercise the best professional judgment 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, the educator strives to achieve and sustain the highest degree of ethical conduct.

### **Principles of Professional Conduct for the Education Profession in Florida. (Revised only to meet the needs of the academy)**

1. Obligation to the student requires that the individual:
  - 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, 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.
  - 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.
2. Obligation to the public requires that the individual:
  - a. Shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which the individual is affiliated.
  - b. Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression.
  - c. Shall not use institutional privileges for personal gain or advantage.
  - d. Shall accept no gratuity, gift, or favor that might influence professional judgment.
  - e. Shall offer no gratuity, gift, or favor to obtain special advantages.
3. Obligation to the profession of education requires that the individual:
  - a. Shall maintain honesty in all professional dealings.
  - b. Shall not on the basis of race, color, religion, 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.
  - f. Shall not use coercive means or promise special treatment to influence professional judgments of colleagues.
  - g. Shall not misrepresent one's own professional qualifications.

- h. Shall not submit fraudulent information on any document in connection with professional activities.
- i. 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.
- j. Shall not withhold information regarding a position from an applicant or misrepresent an assignment or conditions of employment.
- k. Shall self-report within forty-eight (48) hours to appropriate authorities (as determined) any arrests/charges involving the abuse of a child or the sale and/or possession of a controlled substance.

**In Addition, Employee Standards of Ethical Conduct:**

1. **For instructional personnel and school administrators.**
  - a. **Reporting:** The duty to report alleged employee or administrator misconduct that affects the health, safety, or welfare of a student. These and similar reports are to be made directly to the school administration, Faye Cohen immediately at (904) 358-0064 or (904) 634-4991. Guidelines for reporting are posted and are included in the Employee Handbook. Failure to report misconduct may result in penalties up to termination of employment and revocation of educator's certificate.
  - b. **Employee liability protections provided under ss. 39.203 and 768.095, F.S. states: 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.**
  - c. The School instructional personnel and administrators are required to complete training on the adopted standards of ethical conduct.
2. Our institution prohibits any confidentiality agreements with instructional personnel or school administrators who are dismissed, terminated, or resign in lieu of termination due to misconduct that affects the health, safety, or welfare of a student.

All employees have a duty to report actual or suspected cases of child abuse, abandonment, or neglect. These and similar reports are to be made by calling (1-800-96ABUSE) and file a report with the school administrator, Faye Cohen at (904) 358-0064 or (904) 634-499. Look for posted signs on campus and in office with the hotline (1-800-96ABUSE). You may also report suspected child abuse on line at: <http://www.dcf.state.fl.us/> Failure to report suspected case of child abuse may result in penalties up to termination of employment and revocation of educator's certificate.

\*Employees have immunity from liability if they report and will have a duty to comply with child protective investigations.