

Standard of Ethical Conduct Policy

1. Our 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 the guarantee of 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 a reasonable effort to protect the student from conditions harmful to learning and /or to the students' 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 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.

4. Aware of the importance of maintaining the respect and confidence of colleagues, of students, of 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 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 conduit 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;

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and further, shall make a 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.

Training Requirements 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 All instructional personnel, educational support employees, and school administrators have an obligation to report misconduct by instructional personnel, educational support employees and school

administrators that 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 by employees should be made to Academic Director Leonora Hughes by email at education@stgerardcampus.org or 904-829-5516.

Reports of misconduct committed by administrators should be made to Executive Director Brittany Glisson by email at director@stgerardcampus.org or 904-829-5516.

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 that affect the health, safety, or welfare of a student are posted in the

staff cafeteria and on our website www.stgerardcampus.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/>.

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)