

# ETHICS TRAINING

**Lakeside Christian School**



- ▶ The following disciplinary rules shall constitute the Principles of Professional Conduct.
- ▶ Violation of any of these principles shall subject the individual to potential consequences up to and including termination and revocation of any professional standing.

## ETHICAL PRINCIPLES FOR CHRISTIAN EDUCATORS

- ▶ 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.
- ▶ Shall not intentionally violate or deny a student's legal rights.
- ▶ Shall not exploit a relationship with a student for personal gain or advantage.
- ▶ Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression.

OBLIGATION TO THE STUDENT REQUIRES  
THAT THE INDIVIDUAL:

- ▶ Shall not use institutional privileges for personal gain or advantage.
- ▶ Shall accept no gratuity, gift, or favor that might influence professional judgment.
- ▶ Shall offer no gratuity, gift, or favor to obtain special advantages.
- ▶ Shall maintain honesty in all professional dealings.
- ▶ Shall not make malicious or intentionally false statements about a colleague.

OBLIGATION TO THE STUDENT REQUIRES  
THAT THE INDIVIDUAL (CONT'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.
- ▶ Shall not use coercive means or promise special treatment to influence professional judgments of colleagues.
- ▶ Shall not misrepresent one's own professional qualifications.
- ▶ Shall not submit fraudulent information on any document in connection with professional activities.
- ▶ 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.

OBLIGATION TO THE STUDENT REQUIRES  
THAT THE INDIVIDUAL (CONT'D):

- ▶ 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 James Jensen, Administrator, Lakeside Christian School.
- ▶ Reports of misconduct committed by administrators should be made to Joseph Trofemuk, Associate Pastor, Lakeside Community Chapel.
- ▶ 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 on school premises and on our website at [www.lakesidechristianschool.org](http://www.lakesidechristianschool.org) – About Us.

## REPORTING MISCONDUCT BY INSTRUCTIONAL PERSONNEL AND ADMINISTRATORS

- ▶ Shall self-report within forty-eight (48) hours to appropriate authorities (as determined by Administration) 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 other than a minor traffic violation within forty-eight (48) hours after the final judgment. When handling sealed and expunged records disclosed under this rule, school districts shall comply with the confidentiality provisions of Sections 943.0585(4)(c) and 943.059(4)(c), Florida Statutes.
- ▶ 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/>.

## REPORTING CHILD ABUSE, ABANDONMENT OR NEGLECT:

- ▶ 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.
  - ▶ 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.

## REPORTING CHILD ABUSE, ABANDONMENT OR NEGLECT (CONT'D):



- ▶ 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)

## LIABILITY PROTECTIONS

- ▶ All instructional personnel and administrators are required as a condition of employment to complete this training on these standards of ethical conduct.

## TRAINING REQUIREMENT