



First Baptist Church of Oldsmar

Oldsmar Christian School

650 Burbank Road, Oldsmar, FL 34677

Phone: (813)855-4475 & (813)855-5746

Professional Conduct:

All instructional personnel, educational support employees, and administrators are required as a condition of employment to complete training on these standards of ethical conduct.

All school staff members are expected to conduct themselves in a manner that is equivalent to the standard of behavior of the teaching profession with emphasis on Christian character embracing the purpose of our Christian school.

1. Loyalty to the school:

a. School staff members will uphold the school and the staff and avoid commenting negatively about internal matters to and concerning students, parents, other staff members, or others outside the school family. Complaints should be reported to the administration, where clarification can be made, and corrective action initiated.

2. Relationships with others:

a. Students: Staff members should always relate to students in such a manner as to maintain mutual respect. While opportunities for counseling and for friendly relations are encouraged, partiality and familiarity should be avoided.

b. Parents: School staff members will make every effort to promote effective communication between parents and the school. Altercations must be avoided. Staff members should refer to administration problems which they cannot resolve themselves.

c. Administration: The principal is available to counsel and support in prayer any staff member in need.

Procedures for Reporting Misconduct by Instructional Personnel and Administrators

All employees, educational support 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 by employees should be made to Mrs. DelRosario at 813-855-5746. Reports of misconduct by an administrator should be made to Mrs. Kroll at 813-855-4475.

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the office of Professional Practices Services. Failures to report misconduct may result in penalties up to termination of employment and revocation of an educator's certificate. Any person, official, or

institution participating 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.

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)

Policies and procedures for reporting misconduct by instructional personnel or school

administrators which affect the health and safety of students are posted in the teacher's mail room and on our website at www.oldschurchchristianschool.net.

I agree to the above code of conduct, and I agree to comply with the intent either stated or implied.

Name: _____ Date: _____