

**Friendship Christian Academy  
6522 N. 43<sup>rd</sup> St. Tampa, FL 33610**

**Code of Ethics of the Education Profession in Florida**

As employees at Friendship Christian Academy, we must adhere to a code of ethics which values the worth and dignity of every person. We must be committed to excellence in education and must provide a safe haven where students can learn and teachers can teach with equal opportunity for all.

As professionals, we must strive to achieve and maintain the highest degree of ethical conduct. FCA's staff members must put the primary emphasis on the student and help each child reach his/her potential. It is of utmost importance that we maintain the respect and confidence of one's colleagues, of students, of parents, and of other members of the community as we achieve our goals.

Reporting of Ethical Misconduct is required by law and is our duty as professionals entrusted with the safety and welfare of students every day. Florida Statute section 39.203 and section 768.095 protect the person reporting ethical misconduct from reprisal by the individual reported or the employer if the report was made in good faith without malicious intent. Friendship Christian Academy requires that every employee report any issue that could currently or potentially impact the health, safety, or welfare of its students and FCA employees.

The process for reporting is as follows. Any incident that an employee believes is potentially harmful to a student or another employee should be immediately reported to their immediate supervisor or to the administrators of FCA. Any employee who knowingly fails to report misconduct or abuse will be subject to discipline, up to and including termination.

In cases of suspected Physical Abuse, Sexual Abuse or Neglect the employee should report those issues immediately to administration or the abuse hotline.

All FCA employees will be required to complete ethics training on an annual basis as a condition of their employment.

**Principles of Professional Conduct for the Education Profession in Florida**

**Obligation to the student requires that the individual:**

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- 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 unreasonably deny a student access to diverse points of view while maintaining our Christian beliefs.
- Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
- Shall not intentionally expose a student to unnecessary embarrassment.
- Shall not intentionally violate a student's legal rights.
- Shall not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, handicapping condition, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
- Shall not exploit a relationship with a student for personal gain or advantage.
- Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purpose or is required by law.
- Shall strive to achieve academic goals with student while working together with the student's parents or guardian

**Obligation to the public requires that the individual:**

- Shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which the individual is affiliated
- 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 professional integrity.

**Obligation to the profession of education requires that the individual:**

- Shall maintain honesty in all professional dealings.

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- Shall not on the basis of race, color, or sex deny to a colleague professional benefits or advantages or participation in any professional organization.
- Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.
- Shall treat others in a professional and Christian manner.
- Shall conduct self in a professional and Christian manner.
- 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 make malicious or intentionally false statements about a colleague.
- Shall not use coercive means or promise special treatment to influence professional judgments of colleagues.
- Shall maintain professional integrity in providing information required by FCA.
- Shall self-report within forty-eight (48) hours any arrests/charges involving the abuse of a child or the sale and/or possession of a controlled substance. Such notice will not be considered an admission of guilt. When handling sealed and expunged records disclosed under this rule, FCA will comply with the confidentiality provisions of Sections 943.0585(4)(c) and 943.059(4)(c), Florida Statutes.
- Shall report to administration any known allegation of violation of the Florida School Code.
- Shall strive to achieve and maintain the highest degree of ethical conduct.

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