

Friendship Christian Academy
6522 N 43rd Street, Tampa, FL 33610

Code of Ethics of the Education Profession in Florida

As employees at Friendship Christian Academy (FCA), 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. All employees, educational support, instructional personnel 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.

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

Principles of Professional Conduct for the Education Profession in Florida

Obligation to the student requires that the individual:

- Shall make reasonable effort to protect the student from conditions harmful to learning and / or to the student's mental 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 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.
- 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 or 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 or professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, assure that each individual is protected for 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 arrest / 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.

Reports of misconduct of employees should be made to:

- Edna Fleenor at 813-932-8767

Reports if misconduct committed by administrators should be made to:

- Marti Lamkuo at FCAMlk@aol.com

Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are posted in the copy room.

School website address: [Friendshipchristianacademy.org](http://friendshipchristianacademy.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/>.
- 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).

