



Divine Knowledge Institute

## Standards of Ethical Conduct

**(Adapted from the Code of Ethics of the Education Profession in Florida and Principles of Professional Conduct for the Education Profession in Florida)**

**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 is the freedom to learn and to teach and the guarantee of equal opportunity for all. Our primary concern is the student and the development of the student's potential. Therefore, Employees will strive for professional growth and seek to exercise the best. professional judgment and integrity.**

### **Concern for the student requires that our instructional personnel:**

- Make reasonable effort to protect the student from conditions harmful to learning or to the student's mental and physical health or safety.
- Will not unreasonably restrain a student from independent action in pursuit of learning.
- Will not unreasonably deny a student access to diverse points of view.
- Will not intentionally suppress or distort subject matter relevant to a student's academic program.
- Will not intentionally expose a student to unnecessary embarrassment or disparagement.
- Will not intentionally violate or deny a student's legal rights.
- Will not harass or discriminate against any student based on 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 ensure that each student is protected from harassment or discrimination.
- Will not exploit a relationship with a student for personal gain or advantage.
- Will keep in confidence personally identifiable information obtained during professional service unless disclosure serves professional purposes or is required by law.

**Aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and the community, employees of our school must display the highest degree of ethical conduct!**

**This commitment requires that our employees:**

- Maintain honesty in all professional dealings.
- In no circumstance based on 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.
- Will not interfere with a colleague's exercise of political or civil rights and responsibilities. d.
- Will 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 create a hostile, intimidating, abusive, offensive, or oppressive environment: and, further, shall make reasonable effort to assure that each the individual is protected from such harassment or discrimination.
- Will not make malicious or intentionally false statements about a colleague.

**Training and Reporting Misconduct**

Training Requirement 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 of employees should be made to the principal, administrator, or dean.

- . Reports of misconduct committed by administrators should be made to the principal, administrator, or dean.
- . 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 affects the health, safety, or welfare of a student are posted on our Website.

## **Reporting of Abuse, and Neglect**

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/>.

### **Physical Abuse**

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 run away, shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries.

### **Sexual Abuse**

Signs of Sexual Abuse The child may have torn, stained, or bloody underwear, trouble walking or sitting, pain or itching in the 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.

### **Neglect**

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.

## **Laws and Regulations**

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 because 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)**

**Thank you for reading and understanding policies, rules and regulations, and our expectations. At Divine Knowledge Institute, we only want what's best for our staff and students. We are striving in the spirit of excellence. Here at the great Divine, we stand tall, work hard, and strive for greatness. For further questions, comments, or concerns reach out to us via email or telephone.**

**Phone: 407-223-2605 Email: [divineknowledgeinstitute2023@gmail.com](mailto:divineknowledgeinstitute2023@gmail.com)**

**Office Visit/Appointment 9:00am-1:00pm**