



Code of Ethics of the Education Profession and Principles of Professional Conduct

1. The Oaks values the worth and dignity of every person, the pursuit of truth, striving for excellence, acquisition of knowledge, understanding, and wisdom; and the nurture of democratic citizenship. Essential to the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all.
2. Our staff will strive for professional growth and will seek to exercise the best professional judgment and integrity (see the “Strive for Excellence” in the Student and Staff Character Program portion of our handbooks).

Instructional personnel:

- a. 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.
 - b. Shall show respect to students who may have differing viewpoints, always esteeming students and never intentionally exposing a student to embarrassment or disparagement.
 - c. Shall not unreasonably restrain a student from learning.
 - d. Shall not intentionally suppress or distort subject matter relevant to a student's academic program as it relates to our curriculum.
 - f. Shall not intentionally violate or deny a student's legal rights.
 - g. Shall not harass or discriminate against any student on any basis and shall make reasonable effort to assure that each student is protected from harassment or discrimination (see the “Esteem Others” section of our Student and Staff Character Program portion of the handbooks).
 - h. Shall not exploit a relationship with a student for personal gain or advantage.
 - i. Shall keep in confidence personally identifiable information obtained in the course of professional service (see Confidentiality section of our faculty handbook), unless disclosure serves professional purposes or is required by law.
4. Aware of the importance of maintaining the respect and confidence of colleagues, students, parents, and the community, employees of our school must display the highest degree of ethical conduct. This commitment requires that our employees:
 - a. Maintain honesty in all professional dealings and never make malicious or intentionally false statements about a colleague.
 - b. Not interfere with a colleague's exercise of political or civil rights and responsibilities.
 - c. 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.

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.



They are also required to complete training in the areas of classical, Christian education, frequently used instructional methods and tools of learning. Faculty will review these things annually, whether they are new to the staff or not, with the head of school or another administrator-level leader.

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 of employees should be made to Katie Crews at katiecrews@theoaksflorida.com.

Reports of misconduct committed by administrators should be made to Noralea O’Meilia at noraleaomeilia@theoaksflorida.com. 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 our website at www.theoaksflorida.com. They are also posted in our staff kitchen.

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 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)