



The Elijah School

We are providing this is the Educational Standard of Ethical Conduct Policy for the Administration and Staff of The Elijah School for your information. If you believe any member of our staff violates this Standard of Ethical Conduct, you will find the reporting procedures at the end of the policy.

4.13 Ethical Standards Policy:

Shores Assembly of God insists on the highest ethical standards in conducting its ministries. Doing the right thing, and acting with integrity, loving people, and representing Christ are the driving forces behind Shores Assembly of God. When faced with ethical issues, employees are expected to make the right professional and spiritual decision consistent with Shores Assembly of God's principles and standards, which come from God's written Word.

4.13.1 EDUCATIONAL STANDARDS OF ETHICAL CONDUCT

These Standards are adapted from the Code of Ethics of the Educational Profession of Florida and Principles of Professional Conduct for the Education Profession in Florida. None of the following standards supersede any other policy of conduct within this manual.

1. Our educational ministries values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, both earthly and biblical, and the nature 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 primary concern is the student and the development of the student's social, academic, physical, and spiritual potential. Employees will therefore strive to professional growth and will seek to exercise the best professional judgment and integrity.
3. Concern for the student requires that our instructional personnel"
 - a. Shall make reasonable effort to protect the student from conditions harmful to learning and/or the student's mental and/or physical health and/or safety.
 - b. Shall not unreasonably restrain a student from independent action in pursuit of learning.
 - c. Shall not unreasonably deny a student access to diverse points of view and shall intentionally use a biblical world view when presenting facts and providing rebuttal to other worldviews.
 - d. Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
 - e. Shall not intentionally violate or deny a student's legal rights.
 - f. Shall not harass or discriminate against any student on the basis of race, color, sex, age, national or ethnic origin, political beliefs, handicap condition, or social and family background and shall make reasonable effort to assure that each student is protected from such harassment of discrimination. Religious beliefs, sexual

- orientation, and marital status requirements shall conform to the Constitution and By-Laws of Shores Assembly of God.
- g. Shall not exploit a relationship with a student or their family for personal gain or advantage.
 - h. Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
4. Aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the community, employees of the educational ministries of the church must display the highest degree of ethical conduct. This commitment requires that our employees:
- a. Shall maintain honesty in all professional dealings
 - b. Shall not discriminate any colleague in professional dealings or advantages or participation in any professional organization.
 - c. 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 create a hostile, intimidating, abusive, oppressive environment, and shall make all effort to protect colleagues from such actions.
 - d. Shall not make malicious or intentionally false statements about any colleague or member of the administration.

Training Requirements

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 by Educational Personnel and Administration

All employees, educational support employees, and administrators have an obligated to report any misconduct by instructional personnel and school administrators which affects the health, safety, or welfare of a student. Example 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 Pastor John Delcamp, either by e-mail at jsdelcamp@hotmail.com or by text or phone at 32-598-0614. Reports of misconduct by administrators shall be made to the Pastor's Advisory Council (PAC) or School Board, if separate from the PAC. PAC contact is Yvonne Palmer, 352-693-1374. 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 bulletin board located at the front office, and on our Website at www.shoresag.org/the-elijah-school

Reporting of 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://dcf.state.fl.us/abuse/report/>. All employees shall be provided training on sign of abuse and neglect as well as reporting policies and procedures.

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)