

**Standards of Ethical Conduct**

New Berlin Road Christian Academy

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

**Our Commitment to Ethical Excellence**

At *New Berlin Road Christian Academy*, we uphold the worth and dignity of every individual, the pursuit of truth, academic excellence, and the development of responsible citizenship. These goals depend on our commitment to:

* Freedom to teach and to learn
* Equal educational opportunity for all
* Ethical and professional behavior by all employees

**1. Commitment to Students**

The development and well-being of our students is our highest priority. All employees are expected to:

* Strive for continuous professional growth
* Make sound, ethical decisions guided by professional integrity

**Instructional personnel specifically must:**

* Make reasonable efforts to protect students from conditions harmful to learning, health, or safety
* Respect students' rights to independent thought and diverse viewpoints
* Present accurate, relevant subject matter
* Avoid unnecessary embarrassment or disparagement of students
* Maintain student confidentiality, unless disclosure is legally or professionally required
* Never exploit relationships with students for personal gain
* Prevent and report any discrimination or harassment based on race, color, religion, sex, age, national origin, political beliefs, disability, sexual orientation, or background

**2. Commitment to Professionalism and Colleagues**

All employees of *New Berlin Road Christian Academy* are expected to demonstrate the highest ethical standards in relationships with colleagues, students, parents, and the community.

* Maintain honesty and transparency in all professional dealings
* Support equal professional opportunities and rights for colleagues
* Avoid harassment, discrimination, or behavior that disrupts the educational environment
* Avoid making malicious or knowingly false statements about colleagues

**Mandatory Ethics Training**

As a condition of employment, **all instructional personnel, educational support staff, and administrators** must complete ethics and professional conduct training annually.

**Reporting Misconduct**

All staff members are **required** to report misconduct that affects student health, safety, or welfare. Examples of reportable misconduct include:

* Use of obscene language
* Substance abuse
* Disparaging or discriminatory comments
* Sexual innuendo
* Cheating or testing violations
* Physical aggression
* Offering or accepting favors

**Report misconduct to:**

**Instructional & Support Personnel Misconduct:**
Everett Reed Pastor / Principal
904-343-6504

info@nbrchurch.com

**Administrator Misconduct:**
Everett Reed
904-751-6411

Legally sufficient reports involving Florida-certified educators will be referred to the **Florida Office of Professional Practices Services**. Reporting procedures are posted at:
2351 New Berlin Road Jacksonville Florida 32218
https://nbrchristianacademy.com/

**Reporting Child Abuse, Abandonment, or Neglect**

All employees are **mandated reporters** of suspected child abuse, abandonment, or neglect.

**To report:**

Call: **1-800-96-ABUSE**
Online: <http://www.dcf.state.fl.us/abuse/report/>

**Common Signs:**

* **Physical Abuse**: Unexplained injuries, fearfulness, or inappropriate clothing to hide marks
* **Sexual Abuse**: Genital pain, age-inappropriate sexual knowledge, or avoidance of certain individuals
* **Neglect**: Poor hygiene, underweight, unattended medical needs, or excessive hunger

**Report any pattern of concerning behavior, even if one individual sign seems minor.**

**Legal Protections for Reporting**

Under Florida Statute §39.203:

Any person who, in good faith, reports suspected child abuse or neglect is **immune from civil or criminal liability**.

Under Florida Statute §768.095:

Employers who disclose truthful information about a former or current employee to a prospective employer are **immune from liability**, unless it is proven that the information was knowingly false or discriminatory.

**Let us be faithful stewards of the trust placed in us. Ethical conduct is not only a professional duty—it is a moral one.**