

Standards of Ethical Conduct

Sarah Bee Bilingual Academy

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

1. Sarah Bee Bilingual Academy 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 achieving 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 potential. Employees will therefore strive for 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 efforts 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 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.
 - d. Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
 - e. Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
 - f. Shall not intentionally violate or deny a student's legal rights.
 - g. Shall not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability, sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from such treatment.
 - 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, 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 Sarah Bee Bilingual Academy 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, on the basis of any legally protected characteristic, deny a colleague professional benefits or participation in any professional organization.
 - c. Shall not interfere with a colleague's exercise of political or civil rights and

responsibilities.

d. Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's professional responsibilities or the educational environment, and shall make reasonable effort to ensure protection from such behavior.

e. Shall not make malicious or intentionally false statements about a colleague.

Training Requirement

All instructional personnel, educational support employees, and administrators at Sarah Bee Bilingual Academy are required as a condition of employment to complete training on these standards of ethical conduct.

Reporting Misconduct by Instructional Personnel and Administrators

All employees at Sarah Bee Bilingual Academy have an obligation to report misconduct which affects the health, safety, or welfare of a student. Examples include obscene language, drug or alcohol use, discrimination, sexual innuendo, cheating, physical aggression, and inappropriate favors.

Reports of employee misconduct should be made to:

Maria Martinez, Principal

Kindergarten.VPK@sarahbeeacademy.com

Reports of misconduct by administration should be made to:

Maria Martinez, Principal

Kindergarten.VPK@sarahbeeacademy.com

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services. Reporting are to be done the following phone number
813-794-2000

Reporting Child Abuse, Abandonment, or Neglect

All employees and agents are legally required to report all suspected or known 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 Abuse or Neglect

Physical Abuse: unexplained bruises, burns, fear of going home, withdrawal.

Sexual Abuse: trouble walking/sitting, inappropriate knowledge of sex, sudden weight change.

Neglect: poor hygiene, underweight, frequent hunger, lack of supervision.

Patterns and combinations of signs should be reported immediately.

Liability Protections

Any individual who, in good faith, reports child abuse, abandonment, or neglect is protected from civil or criminal liability (F.S. 39.203).

Employers who disclose factual employment information in good faith are also immune from liability (F.S. 768.095).