

Standards of Ethical Conduct Eastland Christian School

- I. Training through an initial detailed power presentation is provided to all employees. All employees, educational support, instructional personnel and administrators are required as a condition of employment to complete training on these standards of ethical conduct.
- II. All employees, educational support, instructional personnel 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.
- III. 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/>.
- IV. Policies and procedures for reporting misconduct by instructional personnel or Eastland Christian school administrators which affect the health, safety, or welfare of a student are posted on the wall in the employee work area.

Reports of misconduct of employees should be made to Heather Fleming at
HFleming@Eastlandchristianschool.org.

Reports of misconduct committed by administrators should be made to Dr. Ted Hollingsworth at
Ted.Hollingsworth@Eastlandbaptist.com.

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)

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 affect the health, safety, or welfare of a student are posted on our Web site at www.EastlandChristian.org. Duty to report and the procedures for reporting alleged employee or administrator misconduct that affects the health, safety or welfare of a student is detailed.

- V. 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)
- VI. 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.

- VII. All employees sign a statement which is part of the employee file indicating that the employee has received training in Employee Ethical Standards of Conduct and Child Abuse Reporting as well as other mandates in the Faculty Manual. (A copy of the statement is attached.)

**EASTLAND CHRISTIAN SCHOOL
9000 LAKE UNDERHILL ROAD
ORLANDO, FLORIDA 32825**

EMPLOYEE ETHICS TRAINING STATEMENT

I have received training in The Employee Ethical Standards of Conduct as required by Senate Bill 1712. I have also received a copy of the PRINCIPLES OF PROFESSIONAL CONDUCT OF THE PROFESSION OF EDUCATION AT EASTLAND CHRISTIAN SCHOOL.

Employee Signature

Date

**EASTLAND CHRISTIAN SCHOOL
9000 LAKE UNDERHILL ROAD
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VOLUNTEER TRAINING STATEMENT

My job duties and the responsibilities of my position are clearly understood. I have attended the Power Point Presentation, "Ethics in Education Act Staff Training", Senate Bill 1712. I have received a copy of the PRINCIPLES OF PROFESSIONAL CONDUCT OF THE PROFESSION OF EDUCATION AT EASTLAND CHRISTIAN SCHOOL. I pledge to abide by these established principles.

Volunteer Signature

Date