

Standards of Ethical Conduct

Primrose School of Winter Springs

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

1. Our school 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 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 potential. Employees will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.
3. Concern for the student required that our instructional personnel:
 - a. Make reasonable efforts to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and safety.
 - b. Will not unreasonably restrain a student from independent action in pursuit of learning.
 - c. Will not unreasonably deny a student access to diverse points of view.
 - d. Will not intentionally suppress or distort subject matter relevant to a student's academic program.
 - e. Will not intentionally expose a student to unnecessary embarrassment or disparagement.
 - f. Will not intentionally violate or deny a student's legal rights.
 - g. Will not harass or discriminate against any student based on race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.

- h. Will not exploit a relationship with a student for personal gain or advantage.
 - i. Will not keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
4. I am aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the community, employees of our school. We must display the highest degree of ethical conduct. This commitment requires that our employees:
- a. Maintain honesty in all professional dealings.
 - b. Will not base on race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified on social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.
 - c. Will not interfere with a colleague's exercise of political or civic rights and responsibilities.
 - d. Will not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance or 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 efforts to assure that each individual is protected from such harassment or discrimination.
 - e. I will not make malicious or intentionally false statements about a colleague

I have been trained in standards of ethical conduct. I understand that all instructional personnel support employees, school administrators and leaders have an obligation to report misconduct by instructional personnel, support employees, school administrators and school leadership, which affects the health and safety, or welfare of a student. Examples include

obscene language, drug and alcohol use, disparaging comments, prejudice, sexual innuendo, cheating or testing violation, physical aggression, or accepting or offering favors.

Reports of misconduct committed by employees should be made to one of the Leadership Team Members including, Ms. Stephanie Stanley (School Director).

Reports of misconduct by administrators or Leadership should be made to the following: Ms. Diana Palen (Owner)
Gregory Palen (Owner)

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 in Staff Break Room.

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:

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 clothing to hide injuries.

Signs of Sexual Abuse:

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:

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, stealing food, or appearing 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 authorizing 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).