

Standards of Ethical Conduct First Place Academy

Code of Ethics and Principles of Professional Conduct for Staff

1. The following disciplinary rule shall constitute the principles of Professional conduct of the Staff and Employees of First Place Academy.
2. Violation of any of these principles could result in disciplinary action, which could include a cut in pay, suspension from position or the termination of employment or other penalties as provided by law.
3. Obligation to the Student requires the Individual:
 - Shall make reasonable effort to protect the student from conditions harmful to learning and/ or physical health and/or safety
 - Shall not intentionally distort subject matter relevant to a student's academic program
 - Shall not teach contrary to the statement of faith as adopted by First Place Academy and First Baptist Church of Trenton.
 - Shall not intentionally violate or deny a student's legal rights.
 - Shall not discriminate against any student on the basis of race, color, sex, age, national or ethnic origin, handicapping condition, or family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
 - Shall not exploit a relationship with a student for personal gain or advantage.
 - Shall keep in confidence information that might personally identify a student that is obtained in the course of professional service for administrative purpose, unless disclosure serves professional purposes or is required by law
4. Obligation to the Public requires that the individual:
 - Shall take reasonable precautions to distinguish between personal views and those of First Place Academy.
 - Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression.
 - Shall not use institutional privileges for personal gain or advantage
 - Shall accept no gratuity, gift, or favor that might influence professional judgment.
 - Shall not offer no gratuity, gift or favor to obtain special advantages.
 - Obligation to the profession of education requires that the individual:
 - Shall maintain honesty in all professional dealings.
 - Shall not on the basis of race, color, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.
 - 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 process of education or which creates a hostile, Intimidating, abusive, offensive or oppressive environment; and further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.
 - Shall not make malicious or intentionally false statements about a colleague.
 - Shall not use coercive means or promise special treatment to influence professional judgment of colleagues.
 - Shall not misrepresent one's own professional qualifications.
 - Shall not submit fraudulent information on any document in connection with professional activities.

- Shall not make any fraudulent statement or fail to disclose a material fact in one's own or another's application for professional position.
- Shall not withhold information regarding a position from an applicant or misrepresent an assignment or conditions of employment.
- Shall self-report within 48 hours to the Administrator and Senior Pastor any arrests/charges involving the abuse of a child or the sale and/or possession of a controlled substance. Such notice shall not be considered an admission of guilt nor shall such notice be admissible for any proceeding, civil or criminal.

In addition shall self report any conviction, finding of guilt, withholding of adjudication, commitment to a pretrial diversion program, or entering of a plea of guilty or Nolo Contendere for any criminal offense other than a minor traffic violation within 48 hours after the final judgment.

- Shall report to the appropriate authorities any known allegation of a violation of this document or policies of First Place Academy and/or First Baptist Church of Trenton.
- Shall seek no reprisal against any individual who has reported any allegation of violation of this document or the policies of First Place Academy and/or First Baptist Church of Trenton, Florida.
- Shall comply with the conditions of an order of the Administration of First Place Academy.
- Shall, as the supervising administrator, cooperate with the Education Practices commission in monitoring the probation of a subordinate.

Every teacher and administrative personnel will be required to have training to explain these standards. In addition, it is our duty and requirement as a teacher or administrator to report any alleged misconduct

Employees and employers are protected under Florida Statutes 39.203 and 768.095 respectively. Florida Statute 39.203 establishes immunity from liability in cases of child abuse, abandonment and neglect. Florida Statute 768.095 establishes employee immunity from liability for disclosure of information regarding a former or current employee.

How to Report Misconduct

Report allegations or suspicion of misconduct by an instructional personnel member to the school administrator.

Report allegations or suspicion of misconduct by the school administrator to the Senior Pastor I Chief Administrator of First Baptist Church Trenton and First Place Academy. Document the activities or details of the event . Secure any evidence (if applicable)

Who Should Report Misconduct?

All employees and agents of First Place Academy have a duty to report misconduct. If you are aware of or observe misconduct **REPORT IT IMMEDIATELY!**

Training Requirement All instructional personnel, educational support staff, and administrators are required as a condition of employment to complete training on these

Reporting Misconduct by Instructional Personnel and Administrators All employees, educational support employees, 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. Reports of misconduct of employees should be made to **Alan Keith McConnell, pastorkeith@myfbct.com, 352-672-0719**. Reports of misconduct committed by administrators should be made to **Jeremiah Salyers at brozane@myfbct.com, 352-672-0930**. 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 wall in the Cafeteria and on our Web site at https://www.myfbct.com/wp-content/uploads/2022/04/Ethics_policy_FPA.pdf

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 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)

