Standards of Ethical Conduct

Royal 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. 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 students 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 effort to protect the student from conditions harmful to learning

and/or to the students 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 students academic

program.

e. Shall not intentionally expose a student to unnecessary embarrassment or disparagement.

f. Shall not intentionally violate or deny a students 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, 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. 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, of

students, of parents, and of the community, employees of our school 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 race, color, religion, 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.

c. Shall not interfere with a colleagues exercise of political or civil rights and responsibilities.

d. Shall not engage in harassment or discriminatory conduct which unreasonably interferes

with an individuals performance of 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 effort to assure that each

individual is protected from such harassment or discrimination.

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

Training Requirement All instructional personnel, educational support employees, and

administrators are required as a condition of employment to complete training on these

standards of ethical conduct.

Reporting Misconduct by Instructional Personnel and Administrators All instructional

personnel, educational support employees, and school administrators have an obligation to

report misconduct by instructional personnel, educational support employees, 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

Ka’Rai Jones Office of Legal services. Reports of misconduct committed by administrators should be made to the Office of Policy and Compliance.

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 and on our Web site at broyalacademy.com.

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)