

Gainesville Country Day School Standards of Ethical Conduct

(Updated May 2018 with adaptations from Code of Ethics of the Education Profession in Florida and Principles of Professional Conduct for the Education Profession in Florida)

1. At GCDS we value the worth and dignity of every person, the pursuit of truth, devotion to excellence, pursuit of knowledge, and the nurture of democratic citizenship. We believe in the freedom to learn and to teach and the right of equal opportunity for all.
2. Our foremost concern is our students and the development of their full potential. All of our teachers continually seek professional growth and exercise the best of integrity and judgment.
3. Our concern for our students requires that our staff:
 - a. Makes every effort to protect a child from harmful conditions, either physical or mental, or the anything that interferes with learning.
 - b. Shall not restrain a student from independent action in the process of learning.
 - c. Shall not limit 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 expose a student to embarrassment of disparagement.
 - f. Shall not violate or deny a student's rights.
 - g. Shall not harass or discriminate or against a student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicap, sexual orientation, or social and family background and shall make reasonable effort to assure that no student.
 - h. Shall not exploit a relationship with a student for personal gain or advantage.
 - i. Shall keep in confidence personal identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
4. Employees of our school must display the highest degree of ethical conduct. This requires that our employees:
 - a. Shall maintain honesty in all professional dealings.
 - b. Shall not deny a colleague professional benefits or advantages, or participation in any professional organization based on race, color, sex, age, national or ethnic origin, political beliefs, martial status, handicap if otherwise qualified.
 - 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 zor 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.
- e. Shall not make malicious or intentionally false statements about a colleague.

Training Requirement: All instructional personnel 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 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 or alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting offers or favors.. Reports of misconduct should be made to *the school administrator* **Kelly Childers 6801 SW 24th Ave. Gainesville, FL 32607 Ph. 352-332-7783**

Reports of misconduct committed by administrators should be made to *our accrediting body*. **AISF 12975 SW 6th St. Miami, FFL 33184.**

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practice Services. Policies and procedures for reporting misconduct by instructional personnel or school administrators that affects the health, safety or welfare of a student are posted in *the faculty workroom*.

and on our Web site at www.gainesvillecountrydayschool.org.

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 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 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 may otherwise result by reason of such action. (F.S. 39.203)

Any employer who discloses information about a former or current employee to a prospective employer of the current or former employee is immune from civil liability for such disclosure or its consequences unless it is a 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)