



Standards of Ethical Conduct

Biscayne Park Schools

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

1. Core Values

Our school upholds the worth and dignity of every person, the pursuit of truth, dedication to excellence, acquisition of knowledge, and the promotion of democratic citizenship. The freedom to learn and teach and guarantee equal opportunity for all are essential to achieving these standards.

2. Commitment to Students

Our primary concern is the student and their development. Employees are committed to professional growth and exercising the best professional judgment and integrity.

3. Responsibilities Towards Students

Our instructional personnel will:

- Make reasonable efforts to protect students from conditions harmful to learning or their mental/physical health and safety.
- Not unreasonably restrain students from independent learning.
- Not unreasonably deny access to diverse viewpoints.
- Not intentionally suppress or distort relevant subject matter.
- Not intentionally expose students to unnecessary embarrassment or disparagement.
- Not intentionally violate or deny students' legal rights.
- Not harass or discriminate against any student based on race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability, sexual orientation, or social and family background, and make reasonable efforts to protect students from harassment or discrimination.
- Not exploit relationships with students for personal gain or advantage.
- Keep in confidence personally identifiable information obtained during professional service, unless disclosure is required by law or serves professional purposes.

4. Commitment to Ethical Conduct

Employees will:

- Maintain honesty in all professional dealings.
- Not deny colleagues professional benefits, advantages, or participation in professional organizations based on race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability, or social and family background.
- Not interfere with colleagues' exercise of political or civil rights and responsibilities.
- Not engage in harassment or discriminatory conduct that interferes with an individual's professional responsibilities or creates a hostile environment and will make reasonable efforts to protect individuals from such harassment or discrimination.
- Do not make malicious or intentionally false statements about colleagues.

5. Training Requirement

All instructional personnel, educational support employees, and administrators are required to complete training on these standards of ethical conduct as a condition of employment.

6. Reporting Misconduct

All instructional personnel, educational support employees, and administrators must report misconduct affecting a student's health, safety, or welfare. Examples of misconduct include obscene language, drug and alcohol use, disparaging comments, prejudice, sexual innuendo, cheating, testing violations, physical aggression, and accepting or offering favors.

- Reports of misconduct by employees should be made to [Designated Person or Office].
- Reports of misconduct by administrators should be made to [Designated Person or Office].



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 are posted in on our website at <https://www.biscayneparkschool.com>

7. **Reporting Child Abuse, Abandonment, or Neglect**

All employees and agents must report any 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/>.

Recognizing Abuse and Neglect

- **Signs of Physical Abuse:** Unexplained bruises, welts, cuts, injuries, broken bones, or burns. Behavioral signs include withdrawal, depression, fear of going home, shyness from physical contact, aggression, or wearing inappropriate clothing to hide injuries.
- **Signs of Sexual Abuse:** Torn, stained, or bloody underwear, trouble walking or sitting, genital pain or itching, or a sexually transmitted disease. Behavioral signs include unusual knowledge of sex, seductive behavior, fear of a particular person, withdrawal, depression, sudden weight changes, shyness from physical contact, or running away.
- **Signs of Neglect include unattended medical needs, lack of supervision, poor hygiene, and** appearing underweight. Behavioral signs include frequent tiredness or hunger, stealing food, or seeking excessive adult attention.

Patterns of Abuse: Serious abuse usually involves multiple signs. While a single sign may not be significant, a pattern of signs is a serious indicator and should be reported.

Liability Protections

- Individuals reporting in good faith any instance of child abuse, abandonment, or neglect are immune from civil or criminal liability (F.S. 39.203).
- Employers who disclose information about an employee to a prospective employer upon request are immune from civil liability unless the information is knowingly false or violates the employee's civil rights (F.S. 768.095).