

New Hope Lutheran Academy

Partnering with parents to prepare their children to live productive, Christian lives by providing an excellent Christian education

Ethics Policy

All employees and agents of a public school district, charter school or private school have an obligation and legal responsibility to report misconduct by instructional personnel and school administrators which affects the health, safety or welfare of a student.

Behaviors considered to be educator misconduct:

- Obscene language
- Drug and alcohol use
- Disparaging comments
- Prejudice or bigotry
- Sexual innuendo
- Cheating
- Testing violations
- Physical aggression
- Accept or offer favors

Reporting Misconduct by Instructional Personnel and Administrators

All teachers, support staff, and administrators of New Hope Lutheran Academy (NHLA) have an obligation and legal responsibility to report misconduct demonstrated by any worker of NHLA which affects the health, safety, or welfare of a student. Failure to report misconduct may result in penalties up to termination of call/employment and revocation of an educator's certificate and/or professional credentials. Suspected educator misconduct is to be reported to Principal Steve Haag (321-768-1500). Suspected administrator misconduct is to be reported to Board chairman Erik Wolf (321-768-1500). Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are posted in the copy/work 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/>.

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)

Training Requirement

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