

STANDARDS OF ETHICAL CONDUCT
Boys & Girls Clubs of Greater Tampa Bay Private School
DOEPRIV

1. Boys & Girls Clubs of Greater Tampa Bay Private School values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the development of responsible 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 each student's potential. Employees will therefore strive for professional growth and seek to exercise the highest degree of professional judgment, integrity, and ethical conduct.
3. Concern for the student requires that our instructional personnel:
 - Make reasonable efforts to protect students from conditions harmful to learning and/or to the student's mental or physical health, safety, and well-being.
 - Not unreasonably restrain a student from independent action in pursuit of learning.
 - Not unreasonably deny a student access to diverse points of view.
 - Not intentionally suppress or distort subject matter relevant to a student's academic program.
 - Not intentionally expose a student to unnecessary embarrassment or disparagement.
 - Not intentionally violate or deny a student's legal rights.
 - Not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability, sexual orientation, or social and family background, and shall make reasonable efforts to ensure that each student is protected from harassment or discrimination.
 - Not exploit a relationship with a student for personal gain or advantage.
 - Keep confidential personally identifiable information obtained in the course of professional service unless disclosure serves a professional purpose or is required by law.
4. Recognizing the importance of maintaining the respect and confidence of colleagues, students, parents, and the community, employees of Boys & Girls Clubs of Greater Tampa Bay Private School shall display the highest degree of ethical conduct. This commitment requires that employees:
 - Maintain honesty in all professional dealings.

- Not deny professional benefits, opportunities, or participation in professional organizations on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability, or social and family background.
- Not interfere with a colleague's exercise of political or civil rights and responsibilities.
- Not engage in harassment or discriminatory conduct that unreasonably interferes with an individual's performance of professional or work responsibilities, or that creates a hostile, intimidating, abusive, offensive, or oppressive environment.
- Not make malicious or intentionally false statements about a colleague.

TRAINING & BACKGROUND SCREENING REQUIREMENT

All instructional personnel, educational support employees, administrators, and applicable school employees are required, as a condition of employment, to complete training on these Standards of Ethical Conduct.

In addition, applicable school personnel, including the School Director, must complete Level 2 Background Screening in accordance with Florida Department of Education requirements. The School Director must be screened under the "School Employment" designation.

REPORTING MISCONDUCT

All instructional personnel, educational support employees, and school administrators have an obligation to report misconduct by instructional personnel, educational support employees, and school administrators that affects the health, safety, or welfare of a student.

Examples of misconduct include, but are not limited to, 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 involving employees should be made to the School Director.

Reports of misconduct involving administrators should be made to the Chief Human Resources Officer or designated Human Resources representative for Boys & Girls Clubs of Greater Tampa Bay.

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 that affects the health, safety, or welfare of a student are outlined in the Employee Handbook and available through Boys & Girls Clubs of Greater Tampa Bay.

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)