



SAINT PAUL'S CHURCH & SCHOOL

Anglican Province of America

STANDARDS OF ETHICAL CONDUCT

SAINT PAUL'S CLASSICAL SCHOOL's teaching faculty and staff possess the highest moral conduct in keeping with her mission to train students in wisdom, piety, and virtue. As we teach our students to practice and cultivate virtue, we expect our faculty and staff to practice and embody virtue as well. The following standards represent practicable ways in which we expect our faculty and staff to act towards students and fellow colleagues.

Towards Students:

1. Deal considerately and justly with each student, and seek to resolve problems, including discipline, in accordance with the student's parents/guardians, school policy, and Florida state law.
2. Make a constructive effort to protect the student from conditions detrimental to learning, mental and physical health, or safety.
3. Shall always endeavor to present facts about subject matter without distortion, bias, or personal prejudice and always in accord with the truth.
4. Not intentionally expose the student to unnecessary embarrassment or disparagement.
5. Shall not intentionally violate or deny a student's legal rights.
6. Shall not harass or discriminate against any student for any reason, and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
7. Shall not exploit a relationship with a student for personal gain or advantage.
8. Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.

Towards Colleagues:

1. Accords just and equitable treatment to all members of the profession as exemplifying virtue.
2. Shall maintain honesty in all professional dealings
3. Shall not discriminate or deny a colleague professional benefits or advantages or participation in any professional organization based on criteria other than professional qualification.
4. Shall not interfere with a colleague's exercise of political and civil rights and responsibilities.
5. Shall never engage in harassment or discriminatory conduct towards another colleague, nor create a hostile, intimidating, or abusive environment; and shall make reasonable effort to ensure that colleagues are protected from such harassment and discrimination.
6. Does not reveal confidential information concerning colleagues unless required by law.
7. Shall not make malicious or intentionally false statements about a colleague or the school.

TRAINING REQUIREMENTS

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 and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors.

1. Reports of misconduct of employees should be made to a member of the **Administration of Saint Paul's Classical School**.
2. Reports of misconduct committed by administrators should be made to a member of **the Vestry of Saint Paul's Anglican Church**.
3. 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 in the teacher workroom and on our website at: <https://saintpaulsmelbourne.org/wp-content/uploads/2021/07/SPCS-Standards-of-Ethical-Conduct.pdf>

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)