

SANTA ROSA CHRISTIAN SCHOOL

Ethical Conduct Policy

Standards of Ethical Conduct

As a private Christian religious based school, Santa Rosa Christian School hires employees who meet standards of good moral and ethical character. The school seeks those teachers who exhibit honorable characteristics such as honesty, responsibility, loyalty, dependability, and Bible-based morality. Therefore, we expect our educators to uphold certain standards of ethical conduct.

1. SRCS understands that each teacher and student is a creation of God, and as such, is precious in His sight. We therefore value the worth and dignity of each person as well as their right to the pursuit of truth, excellence, and knowledge. All students are given the same opportunity to learn.
2. As a Christian educational institution, SRCS seeks to fulfill its mission of using Bible based education to develop children spiritually, morally, mentally, and socially. Since our goal is the development of students, SRCS seeks to employ those individuals who have integrity, are professional, and act in an ethical manner.
3. SRCS follows certain guidelines related to ethical conduct with students:
 - Christian teachers work to protect students from academic, mental, physical, and spiritual harm.
 - Christian teachers should be well prepared so as not to present faulty information or present material in such a way that a student's interest in learning is diminished.
 - Christian teachers maintain a caring and loving heart with each student, not intentionally bringing embarrassment or disparagement.
 - Christian teachers understand that each person is created in the image of God, and as such are equal in God's sight. Therefore, teachers shall not harass or discriminate on any basis against any student that is admitted into the school.
 - Christian teachers shall not exploit a relationship with a student for personal gain or advantage.
 - Christian teachers shall maintain confidentiality about personal identifiable information unless required otherwise by law.
4. SRCS believes that Christian teachers must work together in fulfilling the school mission; therefore, teachers must maintain ethical relationships with each other as well. Teachers must not discriminate or harass based on race, sex, ethnicity, handicap, or family background in a manner that denies benefits and advantages or fosters an abusive and oppressive environment. As instructed in the Bible, Christian teachers seek to edify each other and remained unified.

Training Requirement

All instructional personnel and administrators are required to complete training on these standards of conduct. The information is available in the faculty manual and reviewed annually during in-service training.

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 misconduct, cheating or testing violations, physical aggression, and accepting or offering favors. Reports of misconduct of employees should be made to Dr. Adam Watt, school administrator. Reports of misconduct by administrators should be made to Tod Brainard, President. Appropriate action will be taken as detailed in the Gospel Projects Personnel Manual. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects health, safety, or welfare of a student are posted in the faculty and parent-student handbook. The parent-student handbook is available online at santarosachristianschool.com

Reporting Child Abuse, Abandonment, or Neglect

SRCS requires each teacher to sign the DCF form on their obligation to report child abuse. All employees 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>. The following suggestions may help a teacher with reporting such abuse:

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 7600. (F.S. 768.095).