



Diverse Abilities School – Standards of Ethical Conduct

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

Core Values

DiverseAbilities School values the worth and dignity of every person, the pursuit of truth, devotion to excellence, the acquisition of knowledge, and the nurture of democratic citizenship. Essential to these standards are the freedom to learn and teach, and the guarantee of equal opportunity for all.

Commitment to Students

Our primary concern is the student and the development of their potential. Employees will strive for professional growth and will exercise sound professional judgment and integrity.

Responsibilities to Students: - Make reasonable efforts to protect students from conditions harmful to learning, mental or physical health, and safety. - Support independent learning and ensure access to diverse points of view. - Present subject matter accurately and relevantly. - Avoid suppressing or distorting academic content. - Prevent unnecessary embarrassment or disparagement. - Respect students' legal rights and maintain confidentiality of personally identifiable information, unless disclosure is required by law or serves a professional purpose. - Do not harass or discriminate against students based on race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability, sexual orientation, or social and family background. Make reasonable efforts to protect students from such harassment or discrimination. - Do not exploit relationships with students for personal gain or advantage.

Commitment to Colleagues and the Community

Employees must maintain the respect and confidence of colleagues, students, parents, and the community by demonstrating the highest degree of ethical conduct.

Responsibilities to Colleagues: - Maintain honesty in all professional dealings. - Do not deny colleagues professional benefits, advantages, or participation based on protected characteristics. - Do not interfere with a colleague's exercise of political or civil rights and responsibilities. - Do not engage in harassment or discrimination that interferes with professional responsibilities or creates a hostile environment. Make reasonable efforts to protect others from such conduct. - Do not make malicious or intentionally false statements about colleagues.

Training Requirement

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

Reporting Misconduct

All employees, educational support personnel, and administrators must report misconduct by instructional personnel or administrators that affects the health, safety, or welfare of a student. Examples include obscene language, drug or alcohol use, bigotry, sexual innuendo, cheating, physical aggression, or accepting/ offering favors.

Report misconduct to: - **Instructional Personnel:** Maria Preston – (954) 401-2024, mariaprestonbcba@gmail.com - **Administrators:** Vickie Goetz – (954) 793-0253, vickiergoetz@gmail.com

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 on the bulletin board in administrative offices and lounge area and on our website (INSERT WEBSITE).

Reporting Child Abuse, Abandonment, or Neglect

All employees and agents have an affirmative duty to report actual or suspected cases of child abuse, abandonment, or neglect.

Report by: - Calling 1-800-96-ABUSE - Reporting online: <http://www.dcf.state.fl.us/abuse/report/>

Signs of Abuse: - **Physical Abuse:** Unexplained injuries, fear of going home, aggression, withdrawal, or inappropriate clothing. - **Sexual Abuse:** Torn or bloody clothing, pain or itching in the genital area, unusual knowledge of sex, fear of a specific person, or sudden weight changes. - **Neglect:** Poor hygiene, lack of supervision, frequent hunger, unattended medical needs, or excessive need for adult attention.

Patterns of physical or behavioral signs are serious indicators and should be reported.

Liability Protections

Anyone reporting in good faith is protected from civil or criminal liability (F.S. 39.203). Employers providing truthful information about employees to prospective employers are immune from liability unless the information is knowingly false or violates civil rights (F.S. 768.095).

Thank you for upholding these standards to ensure a safe, respectful, and supportive learning environment for all.