

STANDARD OF ETHICAL CONDUCT  
PARKWAY BAPTIST CHURCH WEE CARE

CODE OF ETHICS:

1. The teacher values the worth and dignity of every person, maintains a commitment to excellence, acquisition of knowledge, integrity. Essential to the achievement of these standards is the freedom to learn and teach while guaranteeing an equal learning opportunity for every student.
2. The teacher's primary professional concern will be for the student and for the development of the student's potential. The teacher will therefore obtain continued professional development, and will seek to employ the best professional decision with wisdom and integrity.
3. The teacher is mindful of the importance of maintaining the confidence, and respect of their colleagues, students, parents, and other members of the community. The teacher strives to achieve and sustain the highest measure of ethical conduct at all times.

PRINCIPLES OF PROFESSIONAL CONDUCT FOR TEACHER & ADMINISTRATORS:

- I. The following disciplinary rules shall be established in the Principles of Professional Conduct for teachers and administrators. Violation of any of these principles shall be grounds for termination of the employee's contract of employment or suspension of employment, or other penalties as provided by law. A Professional obligation to the student requires that the instructor or administrator:
  - a. Make a reasonable effort to protect the student from conditions harmful to learning, or to their mental and physical health and safety.
  - b. Shall not display inappropriate physical affection or contact with a student in an effort to protect the instructor or administrator's own professional reputation and the trust and well-being of the student and their parents.
  - c. Shall not unfairly restrain a student from independent action in pursuit of learning.
  - d. Shall not unreasonably deny a student access to various points of view.
  - e. Shall not purposefully expose a student to unnecessary embarrassment or ridicule.
  - f. Shall not intentionally violate or deny a student's legal rights.
  - g. Shall not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, physical or mental disability, social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
  - h. Shall not purposefully suppress or distort subject matter relevant to a student's academic program.
  - i. Shall not exploit a relationship with a student for personal gain or advantage of any kind.
  - j. Shall keep confidence personal information obtained during professional service, unless disclosure of that information serves professional services or is required by law.
- II. Obligation to Parkway Baptist Church Wee Care, requires that the instructor or administrator:
  - a. Shall take reasonable precautions to distinguish between secular views and those of our Christian faith in which the teacher is affiliated.

- b. Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression.
  - c. Shall not use Parkway Baptist Church Wee Care privileges for personal gain or advantage.
  - d. Shall not accept gratuity, gifts, or favors that might influence professional judgement.
  - e. Shall not offer no gratuity, gift, or favor to obtain special advantages.
- III. As a mandatory reporter, the instructor or administrator must abide by the duty to report as described in Florida Statutes Chapters 39 and 415:
- a. By immediately contacting the school administrator or principal by phone or in person to report alleged employee misconduct that affects the health, safety, or welfare of a student.
  - b. By immediately contacting the Florida Child Abuse Hotline or submitting an online report on the internet.
  - c. By immediately contacting the Pastor or Parkway Baptist Church by phone or in person to report if the school principal or school administrator allegedly commits misconduct that affects the health, safety, or welfare of a student.
  - d. All employees and administrators have an obligation to report misconduct by instructional personnel and school administrators which affects the health, safety, or welfare of students. Examples of misconduct include obscene language, drug and alcohol abuse, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors. Reports of misconduct of employees should be made to Geneta Campbell, Director at 305-621-8491 or email [parkwaybaptistweecare@gmail.com](mailto:parkwaybaptistweecare@gmail.com)
  - e. 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 in the Parkway Baptist Church Wee Care, and on our website at Parkway Baptist Church Wee Care.
- IV. Obligation to the profession of education requires that the instructor or administrator:
- a. Shall maintain honesty in all professional dealings.
  - b. Shall not on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, physical handicap if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.
  - c. Shall not interfere with a colleague's exercise of political or civil rights and responsibilities during non-work hours.
  - d. Shall not engage in harassment or discriminatory conduct which unfairly interferes with an instructor or administrator's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make a reasonable effort to assure that each individual is protected from such harassment or discrimination.
  - e. Shall not make malicious or intentionally false statements about a colleague.
  - f. Shall not use coercive means or promise special treatment to influence professional judgement of colleagues.

- g. Shall not submit any fraudulent statement or fail to disclose a material fact in one's own or another's application for an instructional or administrative position.
  - h. Shall provide upon the request of the instructor or administrator a written statement of specific reasons for recommendations that lead to the denial of contract renewal, termination of employment, or significant changes in employment.
  - i. Shall self-report within forty-eight hours to appropriate authorities (child abuse hotline; church administrator; school administrator or principal) any arrests/charges involving the abuse of a child or sale and/or possession of a controlled substance.
  - j. Shall report to the appropriate authorities any known allegation of working while under the influence of alcohol; an illegal control substance or inappropriate use of any controlled substance.
  - k. Shall seek no retaliation or act of vengeance against any individual who has reported any allegation of a violation of child abuse.
- V. Reporting Child Abuse, Abandonment or Neglect:
- a. 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/>.
  - b. 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.
  - c. 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.
  - d. Signs of Neglect: The child may have unattended medical needs, little or no supervision at home, poor hygiene, or appear underweight. 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.
  - e. 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.
  - f. 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.
- VI. 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 or 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 or 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 the 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)