



Standards of Ethical Conduct

Sunshine State Academy

1. **Our school values** the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic 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 the student's potential. Employees will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.
3. **Concern for the student requires that our instructional personnel:**
 - o Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental or physical health or safety.
 - o Shall not unreasonably restrain a student from independent action in pursuit of learning.
 - o Shall not unreasonably deny a student access to diverse points of view.
 - o Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
 - o Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
 - o Shall not intentionally violate or deny a student's legal rights.
 - o 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, disability, sexual orientation, or social and family background, and shall make reasonable effort to ensure that each student is protected from harassment or discrimination.
 - o Shall not exploit a relationship with a student for personal gain or advantage.
 - o Shall keep in confidence all personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
4. **Employees of our school must display the highest degree of ethical conduct.** This commitment requires that our employees:
 - o Shall maintain honesty in all professional dealings.
 - o Shall not, on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability (if otherwise qualified), or social and

- family background, deny a colleague professional benefits or advantages or participation in any professional organization.
- o Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.
- o Shall not engage in harassment or discriminatory conduct that unreasonably interferes with an individual's performance of professional responsibilities or contributes to a hostile, intimidating, abusive, or oppressive environment; and shall make reasonable effort to ensure that each individual is protected from such harassment or discrimination.
- o Shall not make malicious or intentionally false statements about a colleague.

Training Requirement

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

- Reports of misconduct of employees should be made to **Olesya Khodasevich, Director at Sunshine State Academy**- 954-367-6075, olesya@sunshinestateacademy.com
- Reports of misconduct committed by administrators should be made to **Julia Grudsky – 754-217-3927, sunshine@sunshinestateacademy.com and or Irene Laznik -954-736-9000 – irene@sunshinestateacademy.com** Founders of Sunshine State Academy.

Legally sufficient allegations of misconduct by Florida-certified educators will be reported to the **Office of Professional Practices Services**. Policies and procedures for reporting such misconduct are posted in our handbooks and our website:
<https://sunshinestateacademy.com/standard-of-ethical-conduct/>

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: <http://www.dcf.state.fl.us/abuse/report/>.

Signs of Abuse or Neglect

Physical Abuse:

Unexplained bruises, welts, injuries, burns, broken bones; child may be withdrawn, fearful, aggressive, or wear inappropriate clothing to hide injuries.

Sexual Abuse:

Torn or bloody underclothing, pain or itching, STDs; behavior may include fear of a person, sexual knowledge beyond age level, withdrawal, weight changes, or running away.

Neglect:

Unattended medical needs, poor hygiene, inadequate supervision, underweight, persistent hunger, or excessive need for adult attention.

Patterns of Abuse:

Serious abuse often involves multiple indicators. A pattern of physical or behavioral signs should always be reported.

Liability Protections

- Any person reporting suspected child abuse, abandonment, or neglect in good faith is immune from civil or criminal liability. (F.S. 39.203)
- Employers who disclose information about an employee to a prospective employer are also immune from civil liability unless it is proven the information was knowingly false or violated civil rights. (F.S. 768.095)