

COLBERT ACADEMY OF S.T.E.M.

Standards of Ethical Conduct

Employee Handbook Policy

Colbert Academy of S.T.E.M. is committed to providing a safe, respectful, and academically excellent learning environment. These Standards of Ethical Conduct are adapted from the Florida Code of Ethics of the Education Profession and the Principles of Professional Conduct for the Education Profession in Florida. All employees are expected to uphold these standards.

Commitment to Students

- Employees shall:
 - Protect students from conditions harmful to learning, health, safety, or well-being.
 - Respect each student's dignity, legal rights, and ability to learn independently.
 - Present accurate instructional content without intentional suppression or distortion.
 - Provide an environment free from embarrassment, harassment, intimidation, discrimination, or exploitation.
 - Maintain confidentiality of personally identifiable student information except as required by law or legitimate educational purposes.
 - Treat every student fairly regardless of race, color, religion, sex, age, disability, national origin, ethnicity, marital status, political beliefs, family background, or other protected status.

Professional Responsibilities

- Employees shall:
 - Demonstrate honesty, integrity, and professionalism in all duties.
 - Treat colleagues with respect and refrain from harassment, discrimination, coercion, retaliation, or knowingly false statements.
 - Submit truthful information in all employment and professional documents.
 - Report known violations of Florida law, State Board of Education Rules, or professional misconduct affecting student welfare.
 - Self-report arrests or criminal matters as required by Florida law.
 - Comply with all lawful directives and any applicable Education Practices Commission orders.
 - Support only qualified individuals entering or remaining in the education profession.

Required Ethics Training

All instructional personnel, administrators, and educational support staff must complete training on these Standards of Ethical Conduct as a condition of employment and participate in any required annual updates.

Reporting Employee Misconduct

Every employee has a duty to report misconduct that may affect the health, safety, or welfare of a student. Examples include physical aggression, inappropriate language, discrimination, testing violations, substance abuse, sexual misconduct, exploitation, or accepting improper favors.

Reports should be made immediately to the School Principal or Executive Director. Any legally sufficient allegations involving Florida-certified educators will be reported to the Florida Department of Education Office of Professional Practices Services when required.

Mandatory Reporting of Child Abuse, Abandonment, or Neglect

All employees are mandatory reporters and must immediately report any known or suspected child abuse, abandonment, or neglect in accordance with Florida law.

Florida Abuse Hotline: 1-800-96-ABUSE (1-800-962-2873)

Online Reporting: <https://reportabuse.dcf.state.fl.us/>

Recognizing Abuse and Neglect

Physical Abuse: Unexplained injuries, bruises, burns, fear of going home, aggression, withdrawal, or attempts to hide injuries.

Sexual Abuse: Difficulty walking or sitting, inappropriate sexual knowledge, fear of a particular person, sudden emotional or behavioral changes.

Neglect: Poor hygiene, inadequate supervision, hunger, untreated medical needs, chronic fatigue, or significant weight concerns.

A pattern of physical or behavioral indicators should always be taken seriously and reported immediately.

Liability Protection

Employees who report suspected abuse or misconduct in good faith are protected under applicable Florida law from civil or criminal liability as provided by statute.

Employee Acknowledgement

I acknowledge that I have received, read, and understand the Colbert Academy of S.T.E.M. Standards of Ethical Conduct. I agree to comply with these standards and all applicable Florida laws and school policies.

Employee Name: _____

Employee Signature: _____

Position: _____

Date: _____