

## **Standards of Ethical Conduct Saint Michael Lutheran School**

**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 employees, educational support employees, and administrators have an obligation to report misconduct by instructional personnel, educational support employees, 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 innuendo, cheating or testing violations, physical aggression, and accepting or offering favors.

Reports of misconduct of instructional personnel or educational support employees should be made to Principal Dan Maser at 239-939-1218 x223 or [dan.maser@gsmcls.org](mailto:dan.maser@gsmcls.org).

Reports of misconduct by administrators should be reported to Rev. Dr. Roy Peterson, Chief Financial Officer at 239-939-1218 x227 or [roy.peterson@gsmcls.org](mailto:roy.peterson@gsmcls.org).

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services. Policies and procedure for reporting misconduct by instructional personnel, educational support employees, or school administrators which affects the health, safety, or welfare of a students are posted in the staff office center located in the front office and on our school website: <https://smlcs.org>

### **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 (22873) or report online at <https://www.myflfamilies.com/services/abuse>

**Signs of physical abuse:** Unexplained bruises, fractures, or other injuries, appears withdrawn or depressed, afraid to go home, runs away, avoids physical contact, becomes aggressive and uses clothing to hide injuries.

**Signs of sexual abuse:** Torn, stained or bloodied underwear, trouble moving, pain or itching in genital area, signs of STD, unusual knowledge of sex, acts seductively, fears a particular person(s), seems withdrawn or depressed, sudden weight loss or gain, avoids physical contact, or runs away from home.

**Signs of neglect:** Unattended medical needs, lack of supervision at home, poor hygiene, undernourishment, frequent tiredness and hunger, stealing food, appear in need of adult attention.

**Patterns of abuse:** There are many signs, and a pattern will appear. Physical and behavioral signs are indicators and need to 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 actions (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 760. (F.S. 768-095)