

Liberty Scholars

Standards of Ethical Conduct

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

1. Statement of Values

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

2. Commitment to Students

Our primary concern is the student and the development of each student's full potential. Employees will therefore strive for professional growth and exercise the highest standards of professional judgment and integrity.

3. Responsibilities to Students

Concern for the student requires that all instructional personnel, educational support employees, and administrators:

- a. Make reasonable efforts to protect students from conditions harmful to learning and/or to the student's mental, emotional, physical health, and safety.
- b. Not unreasonably restrain a student from independent action in pursuit of learning.
- c. Not unreasonably deny students access to diverse points of view.
- d. Not intentionally suppress or distort subject matter relevant to a student's academic program.
- e. Not intentionally expose a student to unnecessary embarrassment or disparagement.
- f. Not intentionally violate or deny a student's legal rights.
- g. Not harass or discriminate against any student based upon race, color, religion, sex, age, national origin, disability, marital status, or any other protected classification and shall make reasonable efforts to ensure students are protected from harassment and discrimination.
- h. Not exploit a relationship with a student for personal gain or advantage.

i. Maintain the confidentiality of personally identifiable student information obtained during professional service unless disclosure serves a legitimate educational purpose or is required by law.

4. Professional Conduct

All employees of Liberty Scholars are expected to maintain the highest standards of ethical conduct and professionalism.

Employees shall:

- a. Maintain honesty in all professional dealings.
- b. Not deny professional benefits, opportunities, or participation based upon protected characteristics.
- c. Not interfere with a colleague's exercise of political or civil rights and responsibilities.
- d. Not engage in harassment, discrimination, intimidation, or conduct that creates a hostile educational or work environment.
- e. Not make malicious or intentionally false statements about colleagues, students, families, or community members.

Training Requirement

All instructional personnel, educational support employees, administrators, volunteers, and contractors working with students are required to review and acknowledge these Standards of Ethical Conduct as a condition of service.

Reporting Misconduct by Instructional Personnel and Administrators

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

Examples of misconduct include:

- Obscene language
- Drug or alcohol use
- Disparaging comments
- Prejudice or bigotry
- Sexual innuendo
- Testing violations
- Physical aggression
- Accepting or offering inappropriate favors
- Boundary violations with students

Reports involving employees should be made to:

Michael Fredette, Owner/Administrator

Liberty Scholars
2505 W. Granfield Avenue
Plant City, Florida 33563
info@libertyscholars.com

Reports involving the Administrator should be made directly to the Florida Department of Education, Office of Professional Practices Services.

Legally sufficient allegations involving Florida-certified educators will be reported to the Florida Department of Education Office of Professional Practices Services.

This policy is posted:

- On the Liberty Scholars website
- In employee onboarding materials
- In the employee handbook

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.

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

Online reporting: <https://www.myflfamilies.com/services/abuse/abuse-hotline>

Signs of Physical Abuse

A child may have:

- Unexplained bruises, welts, burns, or fractures
- Fear of going home
- Withdrawal or depression
- Aggressive behavior
- Clothing intended to conceal injuries

Signs of Sexual Abuse

A child may exhibit:

- Difficulty sitting or walking
- Torn or bloody undergarments
- Age-inappropriate sexual knowledge
- Sudden behavioral changes
- Fear of a particular person
- Running away from home

Signs of Neglect

A child may have:

- Unattended medical needs
- Poor hygiene
- Inadequate supervision
- Chronic hunger or fatigue
- Excessive need for adult attention

Patterns of Abuse

Serious abuse often involves a combination of indicators. While a single sign may not be significant, a pattern of physical or behavioral indicators should always be reported.

Liability Protections

Any person who, in good faith, reports suspected child abuse, abandonment, or neglect is immune from civil or criminal liability as provided under Florida Statute 39.203.

An employer who discloses information regarding a former or current employee to a prospective employer is immune from civil liability as provided under Florida Statute 768.095, unless the information disclosed is knowingly false or violates protected civil rights.

Acknowledgment

All employees, contractors, volunteers, and instructional personnel of Liberty Scholars shall acknowledge receipt of and agreement to comply with these Standards of Ethical Conduct.