



Ethics In Education Policies and Procedures

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Ethics In Education Policies and Procedures

The policies and procedures for reporting allegations or suspicion of misconduct by instructional personnel or school administrators which affect the health, safety, or welfare of the student by school instructional personnel and volunteers are to contact Rev. John A. Vacchiano, Crosstyle Academy Director/ Administrator, at 772.532.6400. To report an allegation or suspicion of misconduct by your school administrator, the district contact is Rev. Larry Dennis, Central Florida District Superintendent, at 863.644.9331.

Obscene language
Drug or alcohol use
Disparaging comments
Prejudice or bigotry
Sexual innuendo
Cheating or testing violations
Physical aggression
Accept or offer favors

Please be aware that all Crosstyle Academy employees and volunteers have a duty and legal responsibility to report actual or suspected cases of child abuse, abandonment, or neglect.

Failure to report misconduct or abuse may result in penalties up to termination of employment.

Florida Statutes s. 1006.061 states all employees and agents of the district school board, charter by an instructional personnel member or school administrator

Florida Statutes s. 1012.33 outlines disciplinary procedures regarding district employment contracts with instructional personnel staff, supervisors and school principals

Florida Statutes s. 1012.795 provides the Education Practices Commission the authority to issue disciplinary action against an individual's Florida Educator certificate

Florida Statutes s. 1012.796 provides authority for the Department of Education to investigate and prosecute allegations of educator misconduct

Florida Statute s. 1012.01 defines public school instructional personnel, administrative personnel, school volunteers, education support employees and managers

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What Is Misconduct And How Do I Report It?

These questions and answers serve as Hope Christian Academy's "Duty and Procedures for Reporting Misconduct" policy. All information necessary for reporting misconduct is found below.

Q. Who should report misconduct?

A. In accordance with the law, ALL employees, support personnel and agents of a private school have a duty to report known, observed, or suspicious misconduct.

Q. When should you report misconduct?

A. Immediately!

Q. Who should you report?

A. Classroom teachers, teacher aides, substitute teachers, volunteers, librarians, guidance counselors, social workers, career specialists, school psychologists, principals, assistant principals, administrators, and school owners.

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Q. What are some examples of misconduct?

A. Following are examples of misconduct.

However, misconduct is not limited to just these examples.

- being alone with a student in a dark or closed room
- behaving in an overly friendly or familiar way or failing to maintain an appropriate professional boundary with a student
- using forceful or unnecessary physical contact with a student
- administering discipline not compliant with published school policy
- accepting or offering of gifts for return of a favor or privilege from students or colleagues
- badgering or habitually teasing a student
- mocking or belittling a student
- chronically embarrassing a student
- failing to properly supervise students or to ensure student safety
- cheating, falsifying information or testing violations
- retaliating against a student or colleague for reporting misconduct
- directing or using profane, offensive, or explosive language in the presence of students
- making lewd or suggestive comments or overtures toward a student or colleague
- suspicion of being under the influence of alcohol or drugs

Q. How do you report misconduct?

A. If you witness or suspect misconduct by a fellow teacher, teacher aide, substitute teacher, volunteer, librarian, guidance counselor, social worker, career specialist, or school psychologist, you should immediately report it to the Principal or Vice Principal.

If you witness or suspect misconduct by the Assistant Principal, you should immediately report it to the Principal.

If you witness or suspect misconduct by the Principal, you should immediately report it to the Assistant Principal who will then report it to the School Board.

B. Document the activities or details of the event.

C. Secure evidence (if applicable)

Q. What are the consequences for failing to report misconduct?

A. If you fail to report a known misconduct, the possible penalties may include:

- written reprimand
- suspension with or without pay
- Termination
- Discipline/sanctions on an educator's certificate

Q. What are the penalties for misconduct?

A. Misconduct will be dealt with on a case by case basis. Certain instances of misconduct will result in immediate termination and may be subject to law enforcement intervention. Some instances will result in a meeting and reprimand by an administrator with attempt to correct the misconduct. Any employee who is called in twice by an administrator for the same offense will be subject to termination. In any instance however, written documentation will be placed in an employee's file for all accounts of misconduct.

Q. Will I be subject to any consequences should I report misconduct of another employee?

A. Florida Statutes protect you in the following instances; Explanation of Liability Protection Under Sections 768.095 & 39.203, Florida Statutes-

- 768.095 Immunity from liability; disclosure of information regarding former or current employees.--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 chapter 760.