

SECTION II: ETHICAL CONDUCT & ABUSE

Standards of Ethical Conduct & Reporting Abuse: (Adapted from ‘The Code of Ethics of the Education Profession in Florida’ and ‘Principles of Professional Conduct for the Education Profession in Florida’)

1. Yotzer Ohr values the worth and dignity of every person, the pursuit of truth, dedication to excellence, and devotion to a high Torah Standard. 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:
 - Make reasonable effort to protect the student from conditions harmful to learning and/or to the student’s mental and/or physical health and or safety.
 - Not unreasonably restrain a student from independent action in pursuit of learning.
 - Not unreasonably deny a student access to diverse points of view.
 - Not intentionally suppress or distort subject matter relevant to a student’s academic program.

- Not intentionally expose a student to unnecessary embarrassment or disparagement.
 - Not intentionally deny or violate a student's civil rights.
 - Not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
 - Not exploit a relationship with a student for personal gain or advantage.
 - Keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
4. Aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the community, employees of Yotzer Ohr Ministries and School must display the highest degree of ethical conduct. This commitment requires that our employees:
- Maintain adherence to high Torah Standards
 - Maintain honesty in all professional dealings.
 - Shall not, on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.

- Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.
- Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.
- Shall not make malicious or intentionally false statements about a colleague.
- In accordance with section 1001.42(6), Florida Statutes, neither the school nor any employee of the school may provide instructional personnel or school administrators with employment references or discuss their performance with prospective employers from another educational setting without also disclosing the personnel's or administrator's misconduct.

Training Requirement: All instructional personnel, educational support employees, and administrators are required as a condition of employment to complete the training on these standards of ethical conduct.

Reporting Procedures: Any Yotzer Ohr instructional personnel, educational support employees, and school administrators who have knowledge of or reason to suspect misconduct by the personnel in any form which can affect the health, safety, or welfare of a student. Examples of misconduct include drug and alcohol use, sexual innuendo, cheating or testing violation, physical aggression, among others. Shall immediately inform the Head of School, in the absence of the Head of School, an Administrator shall

be notified. Following review of the situation with the administration, an abuse report shall be filed either jointly with the Administrator or independently. If for any reason Administration is not available, either in person or by phone, the staff shall file an abuse report and notify the Administration as soon as possible after the call is made. Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services.

5. In accordance with section 39.201, Florida Statutes, all employees and agents who know, or have reasonable cause to suspect, that a child is abused, abandoned, or neglected by a parent, legal custodian, caregiver, or other person responsible for the child's welfare, or that a child is in need of supervision and care and has no parent, legal custodian, or responsible adult relative immediately known and available to provide supervision and care shall report such knowledge or suspicion to the Department of Children and Families (DCF) Central Abuse Hotline at 1-800-96-ABUSE. or report online at:

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

Physical Abuse Signs: unexplained bruises, cuts, or other injuries; broken bones or burns. Children that experience physical abuse may seem depressed or withdrawn, wont want to go home or could run away, are shy, avoid physical contact, could be aggressive or wear inappropriate clothing to hide the injuries.

Sexual Abuse Signs: bloody, stained or torn undeware, trouble walking or sitting, pain in the genital area, or sexually transmitted diseases. Children that experience sexual abuse may have unusual knowlegde of sex for their age, act seductively, fear a particular

person, seem depressed or withdrawn, gain or loose weight suddently and avoid physical contact.

Neglection Signs: Children that experience neglect may have unattended medical needs, little to no at home supervision, underweight or poor hygiene. The children will also be frequently hungry, want adult attention and even steal food.

Patterns of Abuse: Serious abuse involves a combination of many factors. A single sign may be insignificant, a pattern or either physical or behavioral signs could be a serious indicator and should be reported.

6. In accordance with section 39.203, Florida Statutes, any person, official, or institution participating in good faith in any act authorized or required by law any instance of child abuse, abandonment, or neglect to the Department of Children and Families or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action.
7. In accordance with section 768.095, Florida Statutes, 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, Florida Statutes.