



TRINITAS

A C A D E M Y

Identifying and Reporting Professional Misconduct

Standards of Ethical Conduct

All instructional personnel and school administrators of Trinitas Academy must complete the school's Ethics Policy training and provide their signatures verifying participation in such training and agreeing to abide by policies and procedures laid out at the training.

The following behavior may be indicative of misconduct that should be reported:

- being alone with a student in dark or closed room or secluded area
- 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 district 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
- displaying prejudice or bigotry against a student
- suspicion of being under the influence of drugs or alcohol
- 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
- bantering or engaging in colloquial or slang communications with a student
- 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

Apply the litmus Test:

1. If you feel uncomfortable
2. If you question the person's motives or actions
3. If you are unsure Protect the students and yourself and report.

How to Report Misconduct:

- Report allegations or suspicion of misconduct by an instructional personnel member to the school's superintendent, Jorge del Pino.
- Report allegations or suspicion of misconduct by the superintendent to the school's ruling body, the Board of Elders of Providence Baptist Church of Plantation, FL Inc.
- Document the activities or details of the event.
- Secure evidence (if applicable).
- Policies and Procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are posted on front office and copy room's bulletin board, and our website at

Training Requirement:

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

Who Should Report Misconduct:

All employees of Trinitas Academy, educational support, instructional personnel and administrators have an obligation to report misconduct by instructional personnel and school administrators, which affects the health, safety, or welfare of a student. If you are aware of or observe misconduct, ***REPORT IT IMMEDIATELY!***

Report of misconduct of employees should be made to:

Jorge del Pino-Principal
(954)581-2744

info@trinitasacademy.com

Reports of misconduct committed by administrators should be made to:

David Chow- Board Member
954-257-1109

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are posted on copy room and front office and on our website <https://trinitasacademy.com/wp-content/uploads/2020/04/Ethics-policy.pdf>

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

Who Should You Report:

- Classroom teachers / Instructional Personnel
- Paraprofessionals
- Substitute teachers
- Librarians, guidance counselors and social workers
- Career specialists and school psychologists
- Principals, Assistant Principals, Deans and other school administrators

If Someone Tells You About Misconduct, be a LEADER

Listen Evaluate Act immediately Document Encourage Report

Failure to Report Misconduct

Possible penalties for instructional personnel or site administrators who fail to report misconduct may include:

- Written Reprimand
- Suspension with or without pay
- Termination of employment
- Discipline/Sanctions on an educator's certificate

Liability Protection

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 action. (F.S. 39.203)

(b) Except as provided in this chapter, nothing contained in this section shall be deemed to grant immunity, civil or criminal, to any person suspected of having abused, abandoned, or neglected a child, or committed any illegal act upon or against a child.

(2)(a) No resident or employee of a facility serving children may be subjected to reprisal or discharge because of his or her actions in reporting abuse, abandonment, or neglect pursuant to the requirements of this section.

(b) Any person making a report under this section shall have a civil cause of action for appropriate compensatory and punitive damages against any person who causes detrimental changes in the employment status of such reporting party by reason of his or her making such report. Any detrimental change made in the residency or employment status of such person, including, but not limited to, discharge, termination, demotion, transfer, or reduction in pay or benefits or work privileges, or negative evaluations within a prescribed period of time shall establish a rebuttable presumption that such action was retaliatory.

768.095 Employer 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 F.S. Chapter 760.

Florida Statutes and Rules

Florida Statutes s. 1006.061 states all employees and agents of the district school board, charter schools and private schools that accept scholarship students, have an obligation to report misconduct 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 Statutes s. 1012.01 defines public school instructional personnel, administrative personnel, school volunteers, education support employees and managers.

State Board of Education Rule 6B-1.001 defines the Code of Ethics of the Education Profession in Florida.

State Board of Education Rule 6B-1.006 defines the Principles of Professional Conduct of the Education Profession in Florida.

Contact:

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