

# Standards of Ethical Conduct

## Amazing Explorers Academy

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

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### 1.

Amazing Explorers Academy values the worth and dignity of every person, the pursuit of excellence, the acquisition of knowledge, and the development of a safe, nurturing, and professional learning environment. Essential to achieving these standards is a commitment to teamwork, professionalism, and maintaining a positive and respectful workplace for all.

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### 2.

Our primary concern is the safety, well-being, and development of each child. Employees will strive for professional growth, uphold the highest standards of integrity, and exercise sound judgment in all aspects of their role.

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### 3. Concern for the child requires that all personnel:

- a. Shall make every reasonable effort to protect children from conditions harmful to their physical, emotional, and mental health and safety.
- b. Shall maintain active supervision at all times and ensure children are never left unattended.
- c. Shall not use harsh, inappropriate, or abusive language, including profanity, sarcasm, or intimidation in the presence of children.
- d. Shall not engage in any form of physical, emotional, or verbal abuse, or any disciplinary practice that is harmful or demeaning.
- e. Shall not intentionally expose a child to embarrassment, shame, or disparagement.
- f. Shall not violate or deny any child's legal or personal rights.
- g. Shall not discriminate against any child based on race, color, religion, sex, age, national origin, disability, family background, or any other protected status, and will ensure all children are treated with fairness and respect.

- h.** Shall not exploit relationships with children or families for personal gain or advantage.
  - i.** Shall maintain confidentiality of all child and family information and only disclose information when required by law or for professional purposes.
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#### **4.**

Recognizing the importance of maintaining the trust and confidence of colleagues, families, and the community, employees of Amazing Explorers Academy are expected to demonstrate the highest level of ethical and professional conduct. This commitment requires that all employees:

- a.** Shall maintain honesty and integrity in all professional interactions.
  - b.** Shall work collaboratively as a team, supporting one another to ensure smooth school operations, including assisting in classrooms, supporting co-workers, and adapting schedules when necessary.
  - c.** Shall maintain professionalism by arriving on time, fulfilling scheduled work hours, and performing duties reliably.
  - d.** Shall present themselves appropriately, including adhering to dress code standards suitable for working with children.
  - e.** Shall respect confidential information regarding children, families, and colleagues, and not disclose such information outside of appropriate channels.
  - f.** Shall not engage in harassment, discrimination, intimidation, or behavior that creates a hostile or unprofessional work environment.
  - g.** Shall not make false, misleading, or malicious statements about colleagues, families, or the organization.
  - h.** Shall maintain a positive attitude and represent Amazing Explorers Academy in a professional manner at all times, both on and off-site when acting on behalf of the organization.
  - i.** Shall avoid conflicts of interest, including inappropriate relationships with families, vendors, or outside employment that interferes with job responsibilities or reflects negatively on the organization.
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## **Training Requirement**

All instructional personnel, support staff, and administrators are required, as a condition of employment, to complete training on these standards of ethical conduct and all related policies.

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## **Reporting Misconduct**

All employees have an obligation to report misconduct that impacts the health, safety, or welfare of a child, employee, or the organization.

Examples of misconduct include, but are not limited to: inappropriate language, unsafe supervision, discrimination, harassment, substance use, falsification of records, or violations of company policies.

Reports should be made to the School Director, Senior Director, or appropriate leadership representative.

Failure to report known misconduct may result in disciplinary action.

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## **Reporting Child Abuse, Abandonment, or Neglect**

All employees are mandated reporters and are required by law to report any suspected or known child abuse, abandonment, or neglect.

Reports must be made immediately by calling:

**1-800-96-ABUSE**

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

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## **Signs of Abuse and Neglect**

### **Physical Abuse:**

Unexplained injuries, bruises, burns, fear of going home, withdrawal, or aggression.

### **Sexual Abuse:**

Difficulty walking or sitting, inappropriate knowledge of sexual behavior, sudden behavioral changes, or fear of specific individuals.

### **Neglect:**

Poor hygiene, lack of supervision, unmet medical needs, hunger, or consistent fatigue.

**Patterns of Abuse:**

Repeated physical or behavioral indicators should be taken seriously and reported immediately.

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**Liability Protections**

Any individual reporting suspected abuse or misconduct in good faith is protected from civil or criminal liability under Florida law.