



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)

At Revival Place School of the Arts, we value the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the development of Christian character and responsible citizenship. Essential to the achievement of these standards are the freedom to learn and teach, academic integrity, and equal opportunity for all students.

Our primary concern is the student and the development of each student's God-given potential. All employees, instructional personnel, administrators, volunteers, and educational support staff are expected to demonstrate professional integrity, moral responsibility, and sound judgment at all times.

1. Responsibility to Students

All instructional personnel and employees shall:

- a. Make every reasonable effort to protect students from conditions harmful to learning, mental health, physical health, safety, or emotional well-being.
- b. Encourage responsible independent learning and intellectual growth.
- c. Respect lawful access to diverse viewpoints and educational opportunities.
- d. Present instructional content honestly and without intentional distortion.
- e. Avoid intentionally exposing students to embarrassment, humiliation, or disparagement.
- f. Respect and uphold the legal rights of all students.
- g. Refrain from harassment or unlawful discrimination based on race, color, national or ethnic origin, sex, age, disability, or other legally protected classifications, and make reasonable efforts to ensure students are protected from such conduct.

- h. Never exploit a relationship with a student for personal, financial, emotional, or inappropriate advantage.
 - i. Maintain confidentiality regarding personally identifiable student information unless disclosure is legally required or professionally necessary.
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2. Professional and Ethical Conduct

Employees of Revival Place School of the Arts are expected to maintain the highest standards of professionalism and ethical conduct.

Employees shall:

- a. Demonstrate honesty and integrity in all professional dealings.
 - b. Refrain from denying professional opportunities or benefits to colleagues unlawfully or unfairly.
 - c. Respect the civil and professional rights of colleagues.
 - d. Avoid harassment, intimidation, discrimination, abusive behavior, or conduct that disrupts the educational environment.
 - e. Refrain from making knowingly false, malicious, or defamatory statements regarding colleagues, students, parents, or the school community.
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Training Requirement

All instructional personnel, educational support employees, administrators, and volunteers are required, as a condition of employment or service, to complete training regarding these Standards of Ethical Conduct, child abuse reporting requirements, school safety expectations, and professional boundaries.

Reporting Misconduct by Instructional Personnel and Administrators

All employees and agents of Revival Place School of the Arts have an obligation to report misconduct by instructional personnel, educational support employees, administrators, or volunteers that affects the health, safety, or welfare of a student.

Examples of misconduct include, but are not limited to:

- inappropriate language,
- substance abuse,
- discriminatory remarks,
- sexual misconduct or innuendo,
- cheating or testing violations,
- physical aggression,
- boundary violations,
- grooming behavior,
- abuse of authority,
- or offering/accepting inappropriate favors.

Reports of employee misconduct should be made to:

Head of School / Chief Administrator

Revival Place School of the Arts

Cielo M. Ortega

1344 East Vine Street, Kissimmee FL 34744

407-777-5682

admin@revivalplaceschoolofthearts.com

Reports involving administrators should be made to:

School Board / Governing Board Representative

Revival Place School of the Arts

Randy M. Moran Quezada

321-443-7216

Legally sufficient allegations of misconduct by Florida-certified educators will be reported to the Florida Department of Education Office of Professional Practices Services (PPS).

Policies and procedures regarding employee misconduct reporting are maintained in the school administrative office and will be available to employees, parents, and guardians upon request.

Reporting Child Abuse, Abandonment, or Neglect

All employees, agents, and volunteers have an affirmative legal duty to report all actual or suspected cases of child abuse, abandonment, or neglect.

Florida Abuse Hotline:

- Call: **1-800-96-ABUSE**
 - Online Reporting:
[Florida Abuse Hotline](#)
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Signs of Physical Abuse

A child may exhibit:

- unexplained bruises,
 - burns,
 - cuts,
 - broken bones,
 - fearfulness,
 - withdrawal,
 - aggression,
 - or attempts to hide injuries.
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Signs of Sexual Abuse

A child may exhibit:

- difficulty walking or sitting,
 - inappropriate sexual knowledge,
 - fear of a particular individual,
 - sudden emotional changes,
 - withdrawal,
 - or inappropriate sexualized behavior.
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Signs of Neglect

A child may exhibit:

- poor hygiene,
 - lack of supervision,
 - hunger,
 - untreated medical needs,
 - chronic fatigue,
 - or desperate attention-seeking behavior.
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Patterns of Abuse

Serious abuse often involves patterns of physical, emotional, or behavioral indicators. Even when a single sign may not independently confirm abuse, all reasonable suspicions should be reported immediately.

Liability Protections

Any individual acting in good faith when reporting suspected child abuse, abandonment, neglect, or employee misconduct shall be immune from civil or criminal liability as provided under Florida law, including but not limited to F.S. 39.203 and F.S. 768.095.

Acknowledgment

I acknowledge that I have received, read, and understood the Standards of Ethical Conduct of Revival Place School of the Arts and agree to comply with all applicable school policies and Florida laws.

Employee Name: _____

Signature: _____

Date: _____