

Scholars Christian Academy

Ethics Policy & Code of Christian Conduct

2801 East 17th Avenue
Tampa, Florida 33605

Purpose

The purpose of this Ethics Policy is to establish standards of Christian conduct, professional integrity, student protection, and accountability for all employees, volunteers, administrators, instructional personnel, parents, and students of Scholars Christian Academy. This policy is designed to maintain a safe, Christ-centered educational environment that honors God and promotes excellence in education and character development.

I. Biblical Foundation

Scholars Christian Academy believes that Christian education should reflect biblical values, integrity, holiness, respect, compassion, discipline, and excellence.

Foundational Scriptures:

- Proverbs 22:6
- 1 Corinthians 14:40
- 1 Corinthians 10:31
- 1 Timothy 4:12

II. Standards of Ethical Conduct

All employees and representatives of Scholars Christian Academy shall:

- Demonstrate Christian character and professionalism at all times.
- Treat every student, parent, and staff member with dignity and respect.
- Maintain honesty, integrity, and fairness in all educational practices.
- Protect students from harmful, unsafe, abusive, or inappropriate conditions.
- Maintain confidentiality regarding student records and personal information.

- Refrain from gossip, slander, intimidation, bullying, or discriminatory behavior.
- Avoid any conduct that would bring reproach upon the school, ministry, or Christian witness.
- Use good judgment in speech, dress, behavior, and social media activity.
- Maintain proper professional boundaries with students.
- Follow all state laws regarding mandatory reporting and student protection.

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

Reporting Misconduct by Instructional Personnel and Administrators: All employees, educational support employees, and administrators have an obligation to report misconduct by instructional personnel and school administrators, which affects the health, safety, or welfare of a student. Examples of misconduct include obscene language, drug and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors.

Reports of misconduct of employees should be made to:

Renee Edwards, School Administrator
Contact phone number: (813) 248-5516

Reports of misconduct committed by administrators should be made to:

Kim Montgomery, SCA Board Member
Contact email: purplekmbry@aol.com

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 the front office bulletin board and on <https://scholarschristianacademy.org/>

Mandatory Reporting

All employees, volunteers, and administrators are mandatory reporters concerning suspected child abuse, neglect, abandonment, or misconduct.

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:

<https://www.myflfamilies.com/services/abuse/abuse-hotline>

Signs of Physical Abuse

The child may have unexplained bruises, welts, cuts, or other injuries, broken bones, or burns. A child experiencing physical abuse may seem withdrawn or depressed, seem afraid to go home or may run away, shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries.

Signs of Sexual Abuse

The child may have torn, stained, or bloody underwear, trouble walking or sitting, pain or itching in genital area, or a sexually transmitted disease. A child experiencing sexual abuse may have unusual knowledge of sex or act seductively, fear a particular person, seem withdrawn or depressed, gain or lose weight suddenly, shy away from physical contact, or run away from home.

Signs of Neglect

The child may have unattended medical needs, little or no supervision at home, poor hygiene, or appear underweight. A child experiencing neglect may be frequently tired or hungry, steal food, or appear overly needy for adult attention.

Patterns of Abuse

Serious abuse usually involves a combination of factors. While a single sign may not be significant, a pattern of physical or behavioral signs is a serious indicator and should be reported.

Liability Protections

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)

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. (F.S. 768.095)

III. Commitment to Student Safety

The safety and welfare of students is the highest priority of Scholars Christian Academy.

Employees and volunteers shall:

- Never engage in inappropriate verbal, physical, emotional, or electronic communication with students.
- Avoid being alone with students in isolated or unsupervised settings when possible.
- Never use abusive language, threats, humiliation, or excessive discipline.
- Immediately report suspected abuse, neglect, misconduct, or unsafe conditions to the appropriate agency or personnel as outlined in this document.
- Maintain proper supervision during all school activities.

IV. Professional Integrity

Employees shall:

- Maintain honesty in grading, attendance, testing, reporting, and documentation.
- Avoid favoritism, bribery, unethical gifts, or misuse of school resources.
- Refrain from falsifying records or misrepresenting information.
- Support the mission, vision, and policies of Scholars Christian Academy.
- Maintain appropriate communication with parents and guardians.

V. Social Media & Electronic Communication

Staff members are expected to use wisdom, skill, and professionalism in all electronic communication.

Employees shall not:

- Post inappropriate, offensive, or immoral content online.
- Engage in private or secretive communication with students.
- Use social media to harass, embarrass, or attack others.
- Share confidential school or student information

VI. Employee Screening & Background Checks

Scholars Christian Academy requires:

- Level 2 background screening
- Employment history verification
- Reference checks
- Compliance with Florida educational screening standards

VII. Dress, Conduct, & Christian Example

Employees and students are expected to represent Christ honorably through:

- Appropriate dress and appearance
- Respectful speech
- Moral behavior
- Positive attitudes
- Biblical conflict resolution
- Self-control and discipline

VIII. Anti-Harassment & Non-Discrimination

Scholars Christian Academy prohibits bullying, harassment, threats, intimidation, retaliation, and abusive behavior. Every student and staff member deserves a safe and respectful educational environment.

IX. Violations & Disciplinary Action

Violations of this Ethics Policy & Code of Christian Conduct may result in:

- Verbal warning
- Written reprimand
- Suspension
- Probation
- Termination
- Removal from volunteer service
- Legal reporting when applicable

X. Acknowledgment Statement

I acknowledge that I have read and understand the Scholars Christian Academy Ethics Policy & Code of Christian Conduct and agree to uphold these standards while serving the school and its students.

Employee Name: _____

Signature: _____

Date: _____

Administrator Signature: _____

“Excellence in Education, Integrity in Character, Christ at the Center.”