

Murl Windsor Academy at Hollywood

Fort Lauderdale, Broward County, Florida

Standards of Ethical Conduct

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

1. Core Values

Murl Windsor Academy values the worth and dignity of every person, the pursuit of truth, devotion to excellence, the acquisition of knowledge, and the nurture of democratic citizenship. Essential to the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all.

- Student Oriented
- Growth Mindset
- Integrity
- Perceptive
- Knowledgeable
- Understand the Value of Reputation

2. Primary Responsibility to Students

Our primary concern is the student and the development of each student's potential. Employees will therefore strive for continuous professional growth and will exercise the highest level of professional judgment, integrity, and ethical responsibility.

3. Ethical Responsibilities to Students

Concern for the student requires that instructional personnel:

- a. Make reasonable effort to protect students from conditions harmful to learning and/or to the student's mental, physical, or emotional health, safety, or welfare.
- b. Not unreasonably restrain a student from independent action in the pursuit of learning.
- c. Not unreasonably deny a student access to diverse points of view.
- d. Not intentionally suppress or distort subject matter relevant to a student's academic program.
- e. Not intentionally expose a student to unnecessary embarrassment, humiliation, or disparagement.
- f. Not intentionally violate or deny a student's legal rights.
- g. Not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability, sexual orientation, or social and family background, and shall make a reasonable effort to ensure that each student is protected from harassment or discrimination.
- h. Not exploit a professional relationship with a student for personal gain or advantage.
- i. Maintain confidentiality of personally identifiable student information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.

4. Ethical Responsibilities to Colleagues, Parents, and the Community

Aware of the importance of maintaining the respect and confidence of colleagues, students, parents, and the community, employees of Murl Windsor Academy must display the highest degree of ethical conduct. This commitment requires that employees:

- a. Maintain honesty in all professional dealings.
- b. Not deny a colleague professional benefits, advantages, or participation in any professional organization on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability (if otherwise qualified), or social and family background.
- c. Not interfere with a colleague's exercise of political or civil rights and responsibilities.
- d. Not engage in harassment or discriminatory conduct that unreasonably interferes with an individual's professional performance or creates a hostile, intimidating, abusive, offensive, or oppressive environment, and shall make a reasonable effort to ensure that each individual is protected from such conduct.
- e. Not make malicious or intentionally false statements about a colleague.

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 and duty to report misconduct by instructional personnel and school administrators that affects the health, safety, or welfare of a student.

Examples of misconduct include, but are not limited to: obscene language, drug or alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors.


Reports of Misconduct by Employees (Instructional or Support Staff)

Reports of misconduct by employees should be made to:

Benjamin Patterson

Chief Operating Officer / Headmaster

 Benjamin.Patterson@murlwindsoracademy.org

 954-547-4315


Upon receipt of a report, Mr. Patterson will notify **Judy Patterson**, CEO/Vice President, and a full investigation will be conducted. When required, the appropriate regulatory or law enforcement agencies will be notified.


Reports of Misconduct by Administrators

Reports of misconduct committed by administrators must be made to:

Judy Patterson

Chief Executive Officer / Vice President

 Judy.Patterson@murlwindsoracademy.org

 954-600-4782

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

Location of Ethics Policy

This Ethics Policy is available:

- In the Front Office of Murl Windsor Academy
- On the Parent Portal
- On the school website at: <https://www.murlwindsoracademy.org/ethics-policy>

Reporting Child Abuse, Abandonment, or Neglect

All employees and agents of Murl Windsor Academy have an **affirmative duty** to report all actual or suspected cases of child abuse, abandonment, or neglect.

Reports must be made immediately by calling:

- **Florida Abuse Hotline:** 1-800-962-2873 (1-800-96-ABUSE)
- **TTY:** 1-800-955-8771
- **Florida Relay:** 711
- Online at: <https://reportabuse.dcf.state.fl.us/>

Indicators of Abuse or Neglect

Physical Abuse: Unexplained bruises, welts, cuts, burns, broken bones; fear of going home; withdrawal or aggression.

Sexual Abuse: Torn or stained clothing, difficulty walking or sitting, genital pain or itching, sexually explicit behavior or knowledge inappropriate for age.

Neglect: Poor hygiene, unattended medical needs, lack of supervision, frequent hunger or fatigue.

While a single indicator may not be conclusive, patterns of physical or behavioral signs are serious and must be reported.

Liability Protections

Any person who participates in good faith in making a report or cooperating with an investigation of child abuse, abandonment, or neglect is immune from civil or criminal liability as provided under **Florida Statute 39.203**.

An employer who discloses information about a former or current employee to a prospective employer is immune from civil liability under **Florida Statute 768.095**, unless the information disclosed was knowingly false or violated the employee's civil rights.