



## Ethics Policy

At Madelaine Halmos Academy, we are committed to fostering a safe, ethical, and inclusive educational environment that prioritizes the well-being, growth, and success of every student. This policy outlines the ethical standards, responsibilities, and reporting requirements for all administrators, instructional personnel, educational support employees, and agents of the school.

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### 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)*

#### 1. Core Values

- At Madelaine Halmos Academy, we value the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic citizenship.
- Essential to achieving these standards are the freedom to learn and teach and the guarantee of equal opportunity for all.

#### 2. Commitment to Students

- Our primary concern is the student and the development of their potential. Employees will strive for professional growth and exercise the best professional judgment and integrity.
- Concern for the student requires that instructional personnel:
  - a. Make reasonable efforts to protect students from conditions harmful to learning, mental/physical health, or safety.
  - b. Avoid unreasonably restraining students from independent action in pursuit of learning.
  - c. Provide access to diverse points of view and avoid suppressing or distorting subject matter relevant to a student's academic program.
  - d. Avoid exposing students to unnecessary embarrassment or disparagement.
  - e. Respect and uphold students' legal rights.
  - f. Prevent harassment or discrimination based on race, color, religion, sex,

age, national origin, political beliefs, marital status, disability, sexual orientation, or social and family background.

g. Avoid exploiting relationships with students for personal gain or advantage.

h. Maintain confidentiality of personally identifiable information unless disclosure is required by law or serves professional purposes.

### **3. Commitment to Colleagues and the Community**

- Employees must maintain the respect and confidence of colleagues, students, parents, and the community by displaying the highest degree of ethical conduct.
- Employees:
  - a. Shall maintain honesty in all professional dealings.
  - b. Shall not deny professional benefits or advantages to colleagues based on race, color, religion, sex, age, national origin, or other protected characteristics.
  - c. Shall not interfere with a colleague's political or civil rights.
  - d. Shall not engage in harassment or discriminatory conduct that creates a hostile or oppressive environment.
  - e. Shall not make malicious or intentionally false statements about colleagues.

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### **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.

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### **Reporting Misconduct by Instructional Personnel and Administrators**

- All employees, educational support staff, and administrators have an obligation to report misconduct by instructional personnel or school administrators that affects the health, safety, or welfare of a student.
- Examples of misconduct include, but are not limited to:
  - Obscene language
  - Drug and alcohol use
  - Disparaging comments
  - Prejudice or bigotry
  - Sexual innuendo
  - Cheating or testing violations
  - Physical aggression
  - Accepting or offering favors

## Reporting Procedures

- Reports of misconduct by employees should be made to:
  - **Rachael Nassiri, Principal of Elementary Education**  
**rnassiri@jackandjillcenter.org**
  - Reports of misconduct by administrators should be made to:
  - **Denise Athis, Director of People and Culture**  
**dathis@jackandjillcenter.org**
  - 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 are posted in the Teacher Think Space and on the school's website:  
<https://www.jackandjillcenter.org/madelaine-halmos-academy/>
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## Reporting Child Abuse, Abandonment, or Neglect

- All employees and agents of **Madelaine Halmos Academy** have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect.
- Reports can be made by calling **1-800-96-ABUSE** or online at:  
<http://www.dcf.state.fl.us/abuse/report/>.

## Signs of Abuse or Neglect

- **Physical Abuse:** Unexplained bruises, welts, cuts, broken bones, burns, or behavioral signs such as withdrawal, aggression, or fear of going home.
- **Sexual Abuse:** Torn or bloody clothing, pain in the genital area, sexually transmitted diseases, or behavioral signs such as fear of a specific person or inappropriate sexual knowledge.
- **Neglect:** Poor hygiene, unattended medical needs, frequent hunger, or behavioral signs such as stealing food or appearing overly needy for attention.

## Liability Protections

- Any person reporting in good faith is immune from civil or criminal liability under **F.S. 39.203**.
  - Employers disclosing information about employees to prospective employers are also immune from liability unless the information is knowingly false or violates civil rights (**F.S. 768.095**).
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## Policy Enforcement

This ethics policy applies to all administrators, instructional personnel, educational support employees, and agents of **Madelaine Halmos Academy**. Violations of this policy will be addressed promptly, and appropriate actions will be taken, including disciplinary measures as necessary.

By adhering to this policy, we aim to cultivate a school environment built on trust, respect, and integrity, ensuring the best possible educational experience for every student.