



The Ethics in Education Act

Became effective July 1, 2008 and impacts certain operational procedures for Champions Christian Academy.

Employment Screening

All potential employees are required to have a level 2 VECHS background screening before they begin employment. Any potential employee will be disqualified if convicted of an offense listed in Section 1012.315, Florida Statute. All employees must have an employment history check before beginning employment. Once employed all staff at Champions Christian Academy are required to complete training on Ethics in Education.

Employee Standards of Ethical Conduct

All employees of Champions Academy are required to report any alleged misconduct involving employees or administrators which would affect the health, safety, or welfare of a student. You may report alleged misconduct to the school administrator or the lead pastor. An explanation of the employee liability protections is provided under ss. 39.203 and 768.095, F.S.

Champions Academy prohibits confidentiality agreements with instruction personnel or school administrators who are dismissed, terminated, or resign in lieu of termination due to misconduct that affects the health, safety, or welfare of a student. Any reference provided to a potential employer in an educational setting must disclose the misconduct.

Summary FS 768.095 Employer Immunity from Liability

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 of the former current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under chapter 760. For more information, look up Florida Statute 768.095.

Look for the Signs of Abuse

All employees have a duty to report actual or suspected cases of child abuse, abandonment, or neglect. We ask that you report suspected abuse to the school administrator first. Please note the following ways to look for actual or suspected cases of child abuse.

Signs of Physical Abuse

The child may have unexplained: bruises, welts, cuts, or other injuries, broken bones, and 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A child experiencing physical abuse may: seem withdrawn or depressed, seem afraid to go home or may run away, shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries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, 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, appear underweight. A child experiencing neglect may: be frequently tired or hungry, steal food, or appear overly needy for adult attention

Look for the Patterns

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.

If a child tells YOU about abuse:

Be a good listener. Show that you understand and believe what the child tells you. Encourage, but don't pressure him/her to talk. Ask open ended questions.

Be supportive. Tell the child he/she did the right thing by coming to you. Stress that he/she is not to blame. Let the child know that you want to help.

Don't overreact. This can frighten the child or prevent him/her from telling you more. Do not talk negatively about the suspected abuser in front of the child.

Document and report it. Document your conversation as soon as you can. If possible, write down the child's exact words.

Don't delay. Never assume someone else will report the abuse. The sooner it's reported, the sooner the child and their family can be helped.

Call or Report it online at: <https://www.dcf.state.fl.us/abuse/report>

Dial **1-800-96-ABUSE**

Summary Explanation of Employee Liability Protection under Section 39.023, FS
Any person, official, or institution participating in good faith in any act authorized 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.

No employee may be subjected to reprisal or discharge because of his or her actions in reporting abuse, abandonment, or neglect.

For more information, look up Florida Statue 39.023.