



## ETHICS IN EDUCATION ACT

State of Florida

As a participating school in the State of Florida McKay Scholarship Program, we fully comply with all statutes governing private schools.

On July 1, 2008 the Florida Legislature enacted Bill 1712 entitled the "Ethics in Education Act." Sections 1002.421(4) and 1006.061 of the statutes require a private school that accepts McKay or Corporate Tax Credit Scholarship Students to: Disqualify from employment any instructional personnel or school administrator who is convicted of an act listed under s. 1012.35, F.S.

Conduct an employment history and fingerprint check before employing instructional personnel or school administrators in any position that requires direct contact with students and document the findings.

Before employing instructional personnel or school administrators in any position that requires direct contact with students, screen the personnel or administrator through the Professional Practices Database of Disciplinary Actions and The Teacher Certification Database and document the findings.

Prohibit confidentiality agreements with instructional 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.

Create and adopt policies establishing ethical standards of conduct for instructional personnel and school administrators.

Post a notice in the school indicating that all employees have a duty to report actual or suspected cases of child abuse, abandonment, or neglect.

Post at the school and on the school's website the policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student.

### Reporting Educator Misconduct

All employees of No Limits Academy have an obligation and legal responsibility to report misconduct by instructional personnel and school administrators which affects the health, safety or welfare of a student.

Failure to report misconduct may result in penalties up to termination of employment and revocation of an educator's certificate. The following are some of examples of misconduct that must be reported:

- Obscene language
- Drug and alcohol use

# No Limits

ACADEMY



- Disparaging comments
- Prejudice or bigotry
- Sexual innuendo
- Cheating
- Testing violations
- Physical aggression
- Accept or offer favors

Any of the above behaviors should be reported to the School Director or to the Office of Independent Education and Parental Choice at 800-447-1636.