



## Ethics in Education Act Compliance

### No Limits Academy

As a participating school in the State of Florida scholarship programs, No Limits Academy complies with all statutes governing private schools.

On July 1, 2008, the Florida Legislature enacted House Bill 1712, known as the **Ethics in Education Act**. Sections 1002.421(4) and 1006.061, Florida Statutes, require private schools participating in scholarship programs to meet the following standards:

### Employment and Screening Requirements

No Limits Academy will:

- Disqualify from employment any instructional personnel, educational support employees, or school administrator who is convicted of an act listed under section 1012.315, Florida Statutes
- Conduct employment history checks and fingerprinting for all instructional, personnel educational support employees, and school administrators prior to employment in positions requiring direct contact with students, and document the findings
- Screen all instructional personnel, educational support employees, and school administrators through the:
  - Professional Practices Database of Disciplinary Actions
  - Teacher Certification Databaseand document the findings

### Professional Conduct and Accountability

No Limits Academy will:

- Prohibit confidentiality agreements with instructional personnel, educational support employees or school administrators who are dismissed, terminated, or resign in lieu of termination due to misconduct affecting the health, safety, or welfare of a student
- Adopt and maintain policies establishing ethical standards of conduct for all instructional personnel and school administrators

### Required Posting and Transparency

No Limits Academy will:

- Post a notice indicating that all employees have a duty to report actual or suspected cases of child abuse, abandonment, or neglect
- Post policies and procedures for reporting misconduct by instructional personnel and school administrators:
  - In the school (front office, staff areas, etc.)
  - On the school website:  
<https://nolimitsacademy.com/resources/school-documents/>

### 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.

Failure to report misconduct may result in disciplinary action, up to and including termination of employment and revocation of an educator's certificate.

## Examples of Reportable Misconduct

Examples 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
- Accepting or offering favors

## Training Requirement

No Limits Academy requires all instructional personnel, educational support employees, and administrators as a condition of employment to complete training on these standards of ethical conduct.

## Reporting Procedures

Reports of misconduct involving employees should be made to:

### Taybi McFadden


Director of Research and Development

 [taybi.mcfadden@nolimitsacademy.com](mailto:taybi.mcfadden@nolimitsacademy.com)


Reports of misconduct involving administrators should be made to:

### Roberta Neves

Vice President

 [roberta.neves@abilityplustherapy.com](mailto:roberta.neves@abilityplustherapy.com)

Additionally, concerns may be reported to the **Florida Department of Education, Office of Independent Education and Parental Choice** at:


 800-447-1636

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

## 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.

Reports must be made immediately to the Florida Department of Children and Families (DCF):

 **1-800-96-ABUSE**

 <http://www.dcf.state.fl.us/abuse/report/>

Reporting to a supervisor or another employee does **not** fulfill the legal obligation to report to DCF.

## Liability Protections

Any person, official, or institution participating in good faith in reporting child abuse, abandonment, or neglect is immune from civil or criminal liability under **Florida Statute 39.203**.