



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. La Piazza Academy values 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 the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all.
2. Our primary concern is the student and the development of their potential. Employees of La Piazza Academy will strive for professional growth and seek to exercise the best professional judgment and integrity.
3. Concern for the student requires that our instructional personnel:
 - a. Shall make reasonable efforts to protect the student from conditions harmful to learning and/or their mental and/or physical health and/or safety.
 - b. Shall not unreasonably restrain a student from independent action in pursuit of learning.
 - c. Shall not unreasonably deny a student access to diverse points of view.
 - d. Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
 - e. Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
 - f. Shall not intentionally violate or deny a student's legal rights.
 - g. Shall not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background. They shall make reasonable efforts to assure that each student is protected from harassment or discrimination.
 - h. Shall not exploit a relationship with a student for personal gain or advantage.
 - i. Shall keep personally identifiable information obtained in the course of professional service confidential unless disclosure serves professional purposes or is required by law.



4. Aware of the importance of maintaining the respect and confidence of colleagues, students, parents, and the community, employees of La Piazza Academy must display the highest degree of ethical conduct. This commitment requires that our employees:
 - a. Shall maintain honesty in all professional dealings.
 - b. Shall not deny professional benefits or advantages, or participation in any professional organization, to a colleague on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition (if otherwise qualified), or social and family background.
 - c. Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.
 - d. Shall not engage in harassment or discriminatory conduct that unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education. They shall make reasonable efforts to assure that each individual is protected from such harassment or discrimination.
 - e. Shall not make malicious or intentionally false statements about a colleague.
5. Training Requirement: All instructional personnel, educational support employees, and administrators at La Piazza Academy are required, as a condition of employment, to complete training on these standards of ethical conduct.

Reporting Misconduct:

All instructional personnel, educational support employees, and school administrators at La Piazza Academy have an obligation to report misconduct by instructional personnel, educational support employees, and school administrators that affects the health, safety, or welfare of a student. Examples of misconduct include obscene language, drug and 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 should be made to Jessica Pinto, Head of School (jpinto@lapiazzaacademy.com). Reports of misconduct committed by administrators should be made to Jessica Pinto, Head of School (jpinto@lapiazzaacademy.com). 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 by instructional



personnel or school administrators that affects the health, safety, or welfare of a student are posted in our employee handbook, and parent handbook.

Reporting Child Abuse, Abandonment, or Neglect:

All employees and agents of La Piazza Academy have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. You can call 1-800-96-ABUSE or report online at <http://www.dcf.state.fl.us/abuse/report/>.

Signs of Physical Abuse:

A child may exhibit unexplained bruises, welts, cuts, or other injuries; broken bones; or burns. They might seem withdrawn or depressed, afraid to go home, or may run away. They might shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries.

Signs of Sexual Abuse:

A child may have torn, stained, or bloody underwear, trouble walking or sitting, pain or itching in the genital area, or a sexually transmitted disease. They may display unusual knowledge of sex or act seductively, fear a particular person, seem withdrawn or depressed, experience sudden weight gain or loss, shy away from physical contact, or run away from home.

Signs of Neglect:

A child may have unattended medical needs, little or no supervision at home, poor hygiene, or appear underweight. They may frequently feel tired or hungry, steal food, or display excessive neediness for adult attention.

Patterns of Abuse:

Serious abuse often 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.

Liability Protections:

Any person, official, or institution participating in good faith in any act authorized or required by law, 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 that might otherwise result from such action (F.S. 39.203). An employer who discloses information



about a former or current employee to a prospective employer, upon request, is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the disclosed information was knowingly false or violated any civil right of the employee protected under F.S. Chapter 760 (F.S. 768.095).