



Code of Ethics and Professional Conduct

Young Innovators Academy – Winter Park

225 S. Interlachen Avenue

Winter Park, FL 32789

Code of Ethics of the Education Profession in Florida and Principles of Professional Conduct for the Education Profession in Florida

Young Innovators Academy is committed to maintaining the highest standards of professionalism and ethical conduct in accordance with the **Code of Ethics of the Education Profession in Florida** and the **Principles of Professional Conduct for the Education Profession in Florida**.

Our school values the worth and dignity of every person, the pursuit of truth, devotion to excellence, the acquisition of knowledge, and the development of responsible citizenship. Essential to achieving these standards are the freedom to learn, the freedom to teach, and the guarantee of equal opportunity for all.

Our primary concern is the student and the development of each student's potential. Therefore, all instructional personnel, educational support employees, administrators, and staff members are expected to exercise sound professional judgment, demonstrate integrity, and continually pursue professional growth.

Responsibility to Students

Concern for the student requires that every employee shall:

A. Student Safety

Make every reasonable effort to protect students from conditions harmful to learning or to the student's mental, emotional, physical health, safety, and well-being.

B. Freedom to Learn

Not unreasonably restrain a student from independent action in pursuit of learning.

C. Access to Diverse Perspectives

Not unreasonably deny a student access to diverse points of view appropriate to the educational setting.

D. Academic Integrity

Not intentionally suppress or distort subject matter relevant to a student's educational program.

E. Respect and Dignity

Not intentionally expose a student to unnecessary embarrassment, humiliation, ridicule, or disparagement.

F. Student Rights

Not intentionally violate or deny a student's legal rights.

G. Non-Discrimination

Not harass or discriminate against any student on the basis of:

- Race
- Color
- Religion
- Sex
- Age
- National or ethnic origin
- Political beliefs
- Marital status
- Disability
- Sexual orientation
- Social or family background

Employees shall make every reasonable effort to ensure that each student is protected from harassment and discrimination.

H. Professional Boundaries

Not exploit a professional relationship with a student for personal gain or advantage.

I. Confidentiality

Keep confidential all personally identifiable information obtained during the course of professional service unless disclosure serves a legitimate professional purpose or is required by law.

Professional Responsibilities

Recognizing the importance of maintaining the respect and confidence of students, parents, colleagues, and the community, all employees of Young Innovators Academy shall maintain the highest standards of ethical conduct.

Employees shall:

A. Honesty

Maintain honesty and integrity in all professional dealings.

B. Fair Treatment of Colleagues

Not deny a colleague professional benefits, opportunities, or participation in professional organizations on the basis of:

- Race
- Color
- Religion
- Sex
- Age
- National or ethnic origin
- Political beliefs
- Marital status
- Disability
- Social or family background

C. Civil Rights

Not interfere with a colleague's exercise of political or civil rights and responsibilities.

D. Workplace Conduct

Not engage in harassment, discrimination, intimidation, bullying, abusive conduct, or retaliation that interferes with another individual's professional responsibilities or creates a hostile, intimidating, offensive, or oppressive work environment.

Employees shall make every reasonable effort to ensure that every individual is protected from harassment and discrimination.

E. Professional Integrity

Not make malicious, defamatory, or intentionally false statements concerning another employee or colleague.

Required Ethics Training

As a condition of employment, all instructional personnel, educational support employees, administrators, and other applicable staff members are required to complete training on the Code of Ethics of the Education Profession in Florida and the Principles of Professional Conduct.

Employees may also be required to complete periodic refresher training as required by Florida law or school policy.

Reporting Employee Misconduct

All instructional personnel, educational support employees, and administrators have an affirmative obligation to report misconduct by instructional personnel, educational support employees, or school administrators that affects the health, safety, or welfare of a student.

Examples of reportable misconduct include, but are not limited to:

- Obscene or inappropriate language
- Drug or alcohol use
- Disparaging comments
- Prejudice or discriminatory behavior
- Sexual misconduct or sexual innuendo
- Testing or academic integrity violations
- Physical aggression
- Neglect of student supervision
- Accepting or offering inappropriate favors or gifts
- Violations of student confidentiality
- Any conduct that places a child at risk

Reports of Employee Misconduct

Reports involving instructional personnel or educational support employees should be made to:

Misti Castner

Director of Operations

Young Innovators Academy

Email: misticastner@younginnovatorscn.com

Phone: **(407) 495-2780**

Reports of Administrator Misconduct

Reports involving school administrators should be made to:

Marnie Forestieri

Founder & Chief Executive Officer

Young Innovators Academy

marnie@younginnovatorscn.com

407-495-2780

Legally sufficient allegations involving Florida-certified educators will be reported to the **Florida Department of Education Office of Professional Practices Services (PPS)** as required by Florida law.

School policies and procedures regarding employee misconduct and student welfare are available in the school office and on the Young Innovators Academy website.

Reporting Child Abuse, Abandonment, or Neglect

All employees, volunteers, contractors, and agents of Young Innovators Academy are mandatory reporters under Florida law.

Every employee has an affirmative legal duty to immediately report any actual or suspected child abuse, abandonment, or neglect.

Florida Abuse Hotline

Telephone

1-800-96-ABUSE (1-800-962-2873)

Online Reporting

<https://reportabuse.myflfamilies.com>

Failure to report suspected abuse may result in disciplinary action and legal consequences.

Recognizing Possible Signs of Abuse

Physical Abuse

Possible indicators include:

- Unexplained bruises
 - Welts
 - Cuts
 - Burns
 - Broken bones
 - Frequent injuries
 - Fear of going home
 - Withdrawal
 - Aggressive behavior
 - Wearing clothing designed to conceal injuries
-

Sexual Abuse

Possible indicators include:

- Torn, stained, or bloody undergarments
 - Difficulty walking or sitting
 - Pain, itching, or injury in the genital area
 - Sexually transmitted infections
 - Age-inappropriate sexual knowledge or behavior
 - Fear of a particular individual
 - Sudden withdrawal
 - Depression
 - Running away
 - Sudden weight changes
-

Neglect

Possible indicators include:

- Poor hygiene
- Chronic hunger
- Lack of supervision

- Untreated medical conditions
 - Inappropriate clothing
 - Frequent fatigue
 - Stealing food
 - Excessive need for adult attention
-

Patterns of Abuse

Serious abuse often involves a combination of physical and behavioral indicators. While a single sign may not necessarily indicate abuse, patterns should always be taken seriously.

Employees are **not responsible for determining whether abuse occurred**. Employees are responsible for immediately reporting any reasonable suspicion.

Liability Protection

Pursuant to **Section 39.203, Florida Statutes**, 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 Florida Department of Children and Families or any law enforcement agency, is immune from civil or criminal liability that might otherwise result from such action.

Additionally, pursuant to **Section 768.095, Florida Statutes**, an employer who discloses information about a current or former employee to a prospective employer is immune from civil liability unless the information disclosed is knowingly false or violates the employee's protected civil rights.

Commitment to Ethical Excellence

Young Innovators Academy believes every child deserves to learn in a safe, respectful, nurturing, and ethical educational environment.

Every employee shares responsibility for protecting children, maintaining professional integrity, supporting colleagues, and upholding the ethical standards established by the State of Florida and Young Innovators Academy.

Together we foster a culture of trust, accountability, innovation, excellence, and respect while preparing children to become confident learners, creative thinkers, compassionate leaders, and lifelong innovators.

References

This policy is based upon:

- Rule 6A-10.081, Florida Administrative Code – Code of Ethics of the Education Profession in Florida
- Rule 6A-10.082, Florida Administrative Code – Principles of Professional Conduct for the Education Profession in Florida
- Chapter 39, Florida Statutes – Child Abuse, Abandonment, and Neglect
- Section 39.203, Florida Statutes – Immunity from Liability
- Section 768.095, Florida Statutes – Employer Disclosure Immunity