

Standards of Ethical Conduct

The King's Academy

The King's Academy admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate based on race, color, national or ethnic origin in administration of its educational policies, admission policies, scholarship programs, athletic and other school-administered programs. (HB p.2)

For our personnel, whether instructional or staff, it is The King's Academy policy to practice equal opportunity without regard to an individual's race, color, national origin, sex, or age in application of any policy, practice, rule, or regulation. Functioning as a non-profit religious entity, we can and do discriminate based on religion as permitted under Title VII of the Federal Civil Rights Act of 1964. (HB p.15)

To ensure that our students receive the highest quality of education possible in a safe environment that promotes students achieving their full potential as students, citizens, and global residents, and to ensure that TKA is a safe and ethical place to work for all employees, TKA requires employees (instructional and staff) commit to the following:

1. Create and maintain a safe learning environment for each student including but not limited to physically, mentally, and spiritually. This school is prepared to take action to prevent and correct any violations of this policy and has a clear reporting process established. (HB p.34, 63-64, 68, 72, 93, 114, 120, 154)
2. Support and help students in their right to report misconduct of a TKA employee which will open an in-school investigation of the alleged incident. Students may report to any administrator they wish. After investigation, school officials will determine whether any employment action should be taken. If school officials and legal counsel suspect that a criminal offense has occurred, they will report the incident to law enforcement.
3. Create and maintain a work environment in which all employees treat each other with dignity and respect, which is free from all forms of intimidation, exploitation, and harassment, including sexual harassment. This school is prepared to take action to prevent and correct any violations of this policy and has a clear reporting process established. (HB p.15-17, 61-62) Personnel who receive such reports are T. Cromey (HR), D. Raines (VP/Headmaster), R. Martin (Pres).
4. Provide students access to classes, information, instruction, and organizations of various levels and of diverse styles of learning as well as diverse points of view. (HB p.57-59, 116, 119, 124-130, 152, 159-162, 167-168)

5. No exploitation of a relationship with another TKA employee or student or any of their family members for personal gain and maintain integrity on and off campus. (HB p.31-34)
6. Respect the privacy of TKA employees and students by following all laws regarding the release of official documents as well as sensitive information about any individual. (HB p.62)
7. Use discretion when handling or speaking to colleagues, friends and personal family members regarding student school related information as well as student personal information. This type of information includes but is not limited to any situations or incidents in which a student has been or may be involved, their personal family matters, and any assumptions about a student with no evidence or personal experience to support that assumption. (HB p.63)
8. Understand 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 or of the former or current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under Florida Statute 760.095.
9. Report any and all suspected abuse (physical, sexual, or mental), self-harm, threats of violence towards others, or eating disorders as outlined in the TKA Handbook. (p.64-74)
10. Understand that any employee who is reporting in good faith any form of child abuse to the school or law enforcement will be immune from any civil or criminal liability by the Florida Statute 39.203. (HB p.65)

The King's Academy employees (instructional and staff) complete annual and ongoing training regarding these standards of conduct as well as yearly orientation on safety and health and must read TKA's Employee Handbook every year. All expectations expressed above as well as other legal and ethical responsibilities are expressly stated in this handbook.