

Ethical Conduct Policy & Liability Protections

Creative Learning 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.

Concern for the student requires that our instructional personnel make reasonable effort to protect students from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety. Employees of CLA shall not harass or discriminate against any student on the basis of race, color, religion, gender, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background and shall make a reasonable effort to assure that each student is protected from harassment or discrimination.

Training / Acknowledgement:

All faculty will receive training upon hiring and every two years thereafter on Ethical Conduct Policies and Mandatory Reporting requirements. Information is detailed in the Employee Handbook which is reviewed and acknowledged annually.

Reporting Abuse, Neglect or Abandonment:

According to Chapter 39 of the Florida Statutes any person who knows or has reasonable cause to suspect that a child is abused neglected or abandoned by a parent, legal custodian, caregiver, or other person responsible for the child's welfare, shall immediately report such knowledge or suspicion to the Florida Abuse Hotline of the Department of Children and Families. A person who knowingly and willfully fails to report to the central abuse hotline known or suspected child abuse, abandonment, or neglect, or who knowingly and willfully prevents another person from doing so, commits a felony of the third degree, punishable as provided in s. 775.082, s. 775.083, or s. 775.084.

Reporting Misconduct:

All instructional personnel, educational support employees, and school administrators have an obligation and legal responsibility to report misconduct by instructional personnel, educational support employees and school administrators that affects the health, safety, or welfare of a student. Reports are to be made to the Head of School.

Legally sufficient allegations of misconduct by Florida-certified educators are subject to a report to the Office of Professional Practices Services. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are included in the employee handbook and posted in the teacher work room. Failure to report may result in penalties up to termination and revocation of an educator's certificate.

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 which might otherwise result by reason of such action. (F.S.39.203)

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 F.S. Chapter 760. (F.S. 768.095)