



# Gospel Baptist Christian School

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## Standards of Ethical Conduct

As a private, Christian, religious-based school, Gospel Baptist Christian School hires employees who meet standards of good moral and ethical character. The school seeks those teachers who exhibit honorable characteristics such as honesty, responsibility, loyalty, dependability, and Bible-based morality. Therefore, we expect our educators to uphold certain standards of ethical conduct.

1. GBCS understands that each teacher and student is a creation of God, and as such, is precious in His sight. We therefore value the worth and dignity of each person as well as their right to the pursuit of truth, excellence, and knowledge. All students are given the same opportunity to learn.
2. As a Christian educational institution, GBCS seeks to fulfill its mission of using Bible-based education to develop children spiritually, morally, and socially. Since our goal is the development of students, GBCS seeks to employ those individuals who have integrity, are professional, and act in an ethical manner.
3. GBCS teachers follow certain guidelines related to ethical conduct with students:
  - work to protect students from academic, mental, physical, and spiritual harm
  - should be well prepared so as not to present faulty information or present material in such a way that a student's interest in learning is diminished
  - maintain a caring and loving heart with each student, not intentionally bringing embarrassment or disparagement
  - understand that each person is created in the image of God, and as such are equal in God's sight
  - shall not harass or discriminate on any basis against any student that is admitted into the school
  - shall not exploit a relationship with a student for personal gain or advantage
  - shall maintain confidentiality about personal identifiable information unless required otherwise by law
4. GBCS believes that Christian teachers must work together in fulfilling the school mission; therefore, teachers must maintain ethical relationships with each other as well. Teachers must not discriminate or harass based on race, sex, ethnicity, handicap, or family background in a manner that denies benefits and advantages or fosters an abusive and oppressive environment. As instructed in the Bible, Christian teachers seek to edify each other and remain unified.

### Training Requirement

All instructional personnel, administrators, and educational support staff are required to complete training on these standards of conduct. The information is available in the faculty manual and is reviewed annually during in-service training. This training includes content from video as well as administrator-led instruction.

## **Reporting Misconduct by Instructional Personnel and Administrators**

All employees, educational support staff, and administrators have an obligation to report misconduct by instructional personnel and school administrators which 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 misconduct, cheating or testing violations, physical aggression, and accepting or offering favors. Reports of misconduct of employees should be made to Pastor Bill Lytell, School Administrator (lytell.b@mygbc.com or (239) 980-0543). Reports of misconduct by administrators should be made to Tom Gillaspie, Deacon/School Board Chairman (tgillaspie@comcast.net or (239) 292-1753. Appropriate action will be taken as detailed in the GBCS Faculty Manual. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects health, safety, or welfare of a student are posted in the school office, faculty manual, and student handbook and are available on the school website: [www.gospelbaptistchristianschool.com](http://www.gospelbaptistchristianschool.com).

## **Reporting Child Abuse, Abandonment, or Neglect**

GBCS requires each teacher to sign the DCF form on their obligation to report child abuse. All employees have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Call 1-800-96-ABUSE or report online at [www.dcf.state.fl.us/abuse/report](http://www.dcf.state.fl.us/abuse/report). The following suggestions may help a teacher with reporting such abuse:

*Signs of Physical Abuse:* The child may have unexplained bruises, welts, cuts, or other injuries; broken bones; or burns. A child experiencing physical abuse may seem withdrawn or depressed, seem afraid to go home, or may run away, shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries.

*Signs of Sexual Abuse:* The child may have torn, stained, or bloody underwear, trouble walking or sitting, pain or itching in genital area, or a sexually transmitted disease. A child experiencing abuse may have unusual knowledge of sex or act seductively, fear a particular person, seem withdrawn or depressed, gain or lose weight suddenly, shy away from physical contact, or run away from home.

*Signs of Neglect:* The child may have unattended medical needs, little or no supervision at home, poor hygiene, or appear underweight. A child experiencing neglect may be frequently tired or hungry, steal food, or appear overly needy for adult attention.

*Patterns of Abuse:* Serious abuse usually 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 in 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 7600. (F.S. 768.095)