

STANDARDS OF ETHICAL CONDUCT

Shorashim Academy 2025-2026

1) Our school 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 is the freedom to learn, to teach, and the guarantee of equal opportunity for all.

2) Our primary concern is the student and development of the student's potential. Employees will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.

3) Concern for the student requires that our instructional personnel shall:

- Make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.
- Not unreasonably restrain a student from independent action in pursuit of learning.
- Not unreasonably deny a student access to diverse points of view.
- Not intentionally suppress or distort subject matter relevant to a student's academic program.
- Not intentionally expose a student to unnecessary embarrassment or disparagement.
- Not intentionally violate or deny a student's legal rights.
- 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, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
- Not exploit a relationship with a student for personal gain or advantage.
- Keep in confidence personally identifiable information obtained in the course of professional service, 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 must display the highest degree of ethical conduct.

- Maintain honesty in all professional dealings.

- Not deny a colleague professional benefits or advantages on prohibited discriminatory grounds.
- Not interfere with a colleague's exercise of political or civil rights.
- Not engage in harassment or discriminatory conduct that creates a hostile or abusive environment.
- Not make malicious or intentionally false statements about a colleague.

Training Requirement

All instructional personnel, educational support employees, and administrators are required as a condition of employment to complete training on these standards of ethical conduct.

Reporting Misconduct by Instructional Personnel and Administrators

All employees, educational support employees, 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 innuendo, cheating or testing violations, physical aggression, and accepting or offering favors.

Reporting Child Abuse, Abandonment or Neglect All employees and agents 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: <http://www.dcf.state.fl.us/abuse/report/>.

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 sexual 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.

Reports of Misconduct of Employees

Reports of misconduct of employees should be made to:

Rabbi Isaac Melnick, Executive Director

Email: imelnick@shorashimacademy.org

Phone: (786)351-0491

Reports of Misconduct Committed by Administrators

Reports of misconduct committed by administrators should be made to:

Dr. Gur Berman, Head of School

Email: gberman@shorashimacademy.org

Phone: (561)212-2714

Legally Sufficient Allegations

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services.

The Shorashim Academy Standards of Ethical Conduct policy is located in the Main Office and is available for public inspection during regular school hours.

The policy is also available online at the following direct link:

<https://shorashimacademy.org/forms/>

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Liability Protections

Any person participating in good faith in reporting child abuse, abandonment, or neglect shall be immune from civil or criminal liability as provided under F.S. 39.203.

An employer who discloses information about a former or current employee to a prospective employer is immune from civil liability unless the information was knowingly false or violated civil rights under F.S. 768.095.