



Standards of Ethical Conduct Waldorf School of Palm Beach

1. Our primary concern is the student and the development of the student's highest potential.
2. Our education is based on the view of the child as a developing individual. Therefore, staff will seek professional development yearly to meet the students.
3. Our school fosters social renewal by cultivating human capacities in service to the individual and society. We value and teach equal opportunity for all.
4. Aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the community, employees of our school must display the highest degree of ethical conduct.
5. This commitment requires that our employees strive to maintain our Code of Conduct requirements:
 - a. Assume good will.
 - b. Respect, support, and conscientiously participate in process and support decisions once they are made.
 - c. Establish a culture of no surprises where information, decisions, and decisions-in-process are actively and thoughtfully communicated to those who need to know.
 - d. Practice professional maturity in all matters relating to the school and its activities.
 - e. Honor confidentiality at all times and in all ways. Handle sensitive information with constant care.
 - f. Bring a collaborative and consultative approach to discussions, questions, and decision making.
 - g. Welcome multiple points of perspective, knowing each adds to a fuller picture of the whole. Actively eliminate the imprudence of taking sides.
 - h. Rise above the personal to actively work for the well-being of the whole.

- i. Be committed, available, and prepared in taking on leadership responsibilities.
- j. Support one another in our striving to be models worthy of imitation.
- k. Strive to make the needs of others the motivation for our actions.
- l. Become familiar with and committed to the seven principles of Waldorf Education and cultivate a love for Waldorf School of Palm Beach.
- m. Remain forward-thinking, energetic, and trustworthy.

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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.

Reports of misconduct of employees should be made to

Wendy Gittleman 561-323-7158 administrator@waldorfschoolpalmbeach.org

Reports of misconduct committed by administrators should be made to

Giselle Chia 954-552-5397 board@waldorfschoolpalmbeach.org

Legally sufficient allegations of misconduct by Florida certified educators will be reported 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 posted in the Teacher's Lounge and on our Web site at <https://www.waldorfschoolpalmbeach.org/>

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/>.

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)