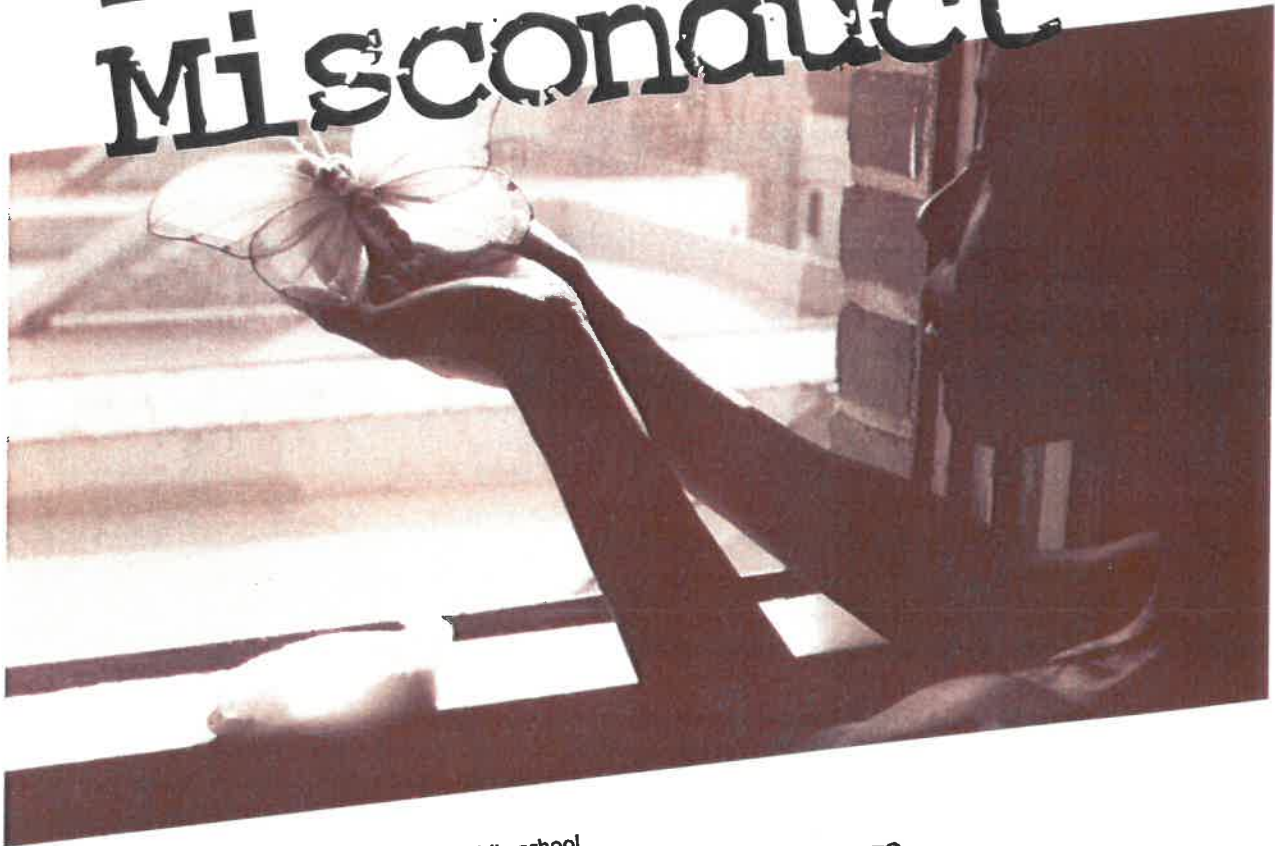


Reporting Professional Misconduct



All employees and agents of a public school district, charter school or private school have an obligation and legal responsibility to report misconduct by instructional personnel and school administrators which affects the health, safety or welfare of a student

Failure to report misconduct may result in penalties up to termination of employment and revocation of an educator's certificate

If someone tells you about misconduct, be a LEADER:

Listen | Evaluate
Act immediately | Document
Encourage | Report

- Obscene language
- Drug and alcohol use
- Disparaging comments
- Prejudice or bigotry
- Sexual innuendo
- Cheating or testing violations
- Physical aggression
- Accept or offer favors

Report to:

(your school or district contact information below)

Name: Oasis Christian Academy
Title: Administrator
Phone: 863-293-0930

Amendment to Ethics Procedures:

PROCEDURE FOR REPORTING A VIOLATION:

It is your duty to immediately report any violation that may occur. Contact the front office at intercom # 223, Mr. Anthony Campbell at intercom # 250, or Mrs. Cara Gall at intercom # 226. You can also call 293-0930 or email Mr. Campbell at acampbell@ocalions.org or Mrs. Gall at cgall@ocalions.org. Please contact immediately after you have knowledge of a violation. You will then be asked to document the violation in writing with all facts and timelines involved.

768.095 Employer immunity from liability; disclosure of information regarding former or current employees.—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 chapter 760.

39.203 Immunity from liability in cases of child abuse, abandonment, or neglect—

(1)(a) Any person, official, or institution participating in good faith in any act authorized or required by this chapter, 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.

(b) Except as provided in this chapter, nothing contained in this section shall be deemed to grant immunity, civil or criminal, to any person suspected of having abused, abandoned, or neglected a child, or committed any illegal act upon or against a child.

(2)(a) No resident or employee of a facility serving children may be subjected to reprisal or discharge because of his or her actions in reporting abuse, abandonment, or neglect pursuant to the requirements of this section.

(b) Any person making a report under this section shall have a civil cause of action for appropriate compensatory and punitive damages against any person who causes detrimental changes in the employment status of such reporting party by reason of his or her making such report. Any detrimental change made in the residency or employment status of such person, including, but not limited to, discharge, termination, demotion, transfer, or reduction in pay or benefits or work privileges, or negative evaluations within a prescribed period of time shall establish a rebuttal presumption that such action was retaliatory.

I verify that I have received training and explanation of the OCA Ethics Procedures and the amendments, including an explanation of the Florida Statutes above.

Employee Signature

Date

*Ethics misconduct policies and procedures are posted on campus in the teacher's lounge and copier/work room.