

Florida Statutes s. 1006.061 states 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.

**Examples of Misconduct:**

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

**If someone tells you about misconduct, be a LEADER:**

Listen /Evaluate /Act immediately /Document /Encourage /Report

**HOW TO REPORT MISCONDUCT:**

\*Report allegations or suspicion of misconduct by an instructional personnel member to the school administrator, Debra Zischke, 352-343-0061.

\*Report allegations or suspicion of misconduct by your school administrator to Pastor Greg Watts (whose telephone number is available in the school office)

\*Document the activities or details of the event.

\*Secure evidence (if applicable)

**WHO SHOULD REPORT MISCONDUCT?**

All employees of Liberty Christian Academy have a duty to report misconduct.

If you are aware of or observe misconduct REPORT IT IMMEDIATELY!

**WHO SHOULD YOU REPORT?**

\*Classroom Teachers  
\*Paraprofessionals

- \*Substitute Teachers
- \*Librarians, guidance counselors and social workers
- \*Career specialists and school psychologists
- \*Principals, Assistant Principals and Deans

### **FAILURE TO REPORT MISCONDUCT**

Possible penalties for instructional personnel or site administrators who fail to report misconduct may include:

- \*Written Reprimand
- \*Suspension with or without pay
- \*Termination of employment
- \*Discipline/Sanctions on 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)