



Covenant Christian School

Established 1982

2350 Frankford Avenue, Panama City, Florida 32405

850-769-7448 (Fax) 850-763-2104

www.ccs-pc.net

Developing Cultural & Spiritual Leaders through Classical Christian Education
Preschool ~ 12th grade

Covenant Christian School Employee Ethics Policy

Purpose of the CCS Ethics Policy

All teachers, staff members, and representatives of Covenant Christian School are expected to conform to biblical standards of behavior at all times. In order to maintain a safe, orderly, and professional environment for everyone involved with CCS, an Employee Ethics Policy has been established to provide the guidance for proper procedures, protocols, and ethical behavior.

CCS Ethics Policy Training Procedure

1. Each staff member will attend an Employee Ethics Training during the pre-planning period prior to the school year. Staff members will sign a copy of the Ethics Policy.
2. Copies of the Ethics Policy will be in each staff member's handbook and will need to be referred to as needed.
3. CCS Administrator will provide reminders throughout the year as part of the ongoing staff development and accountability.

All Covenant Christian School employees are required to affirm and sign the CCS Statement of Faith as a condition of employment. Among the tenets in the statement of faith is this, "We believe that the Bible is the very Word of God in its entirety and, therefore, is our final authority in matters of faith and practice." The Bible teaches us much about how to treat others, but perhaps nothing more pressing upon our consciences than these two principles: all people are made in the image of God, and we are to love our neighbors as ourselves (Gen 1:26; Matthew 22:39). From this foundational truth flows our ethical conduct at Covenant.

Training Requirement

All Covenant instructional personnel 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 and administrators have an obligation to report misconduct by instructional personnel and school administrators which affects the health, safety, or welfare of a student.

Reports of misconduct of employees should be made to Michael Sabo, Head of School, at (850) 769-9354. Reports of misconduct committed by administrators should be





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made to Patrick Hermes, Board of Directors Chairman, at (850) 769-7448.

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 staff cafe (Room 103), in the CCS Family Handbook, and on our website at ccsclassical.com.

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 1-8---96-ABUSE or report online at: 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 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)

