

Staff Standards of Ethical Conduct

Approved policy

Effective Date: October 24, 2026

Last Reviewed: October 24, 2026

Purpose

Brooke House Academy is committed to the highest standards of integrity, professionalism, student protection and ethical conduct.

This policy applies to instructional personnel, school administrators and, as appropriate, all other employees, coaches, contractors and individuals acting on behalf of the academy.

Professional Responsibilities

All personnel are expected to:

- Maintain professional, respectful relationships with students.
- Protect students' physical, emotional and educational wellbeing.
- Treat students fairly and without unlawful discrimination.
- Maintain appropriate professional boundaries.
- Protect confidential student information.
- Avoid conflicts of interest and misuse of professional authority.
- Report suspected abuse, neglect and misconduct in accordance with applicable law.
- Conduct themselves professionally during classroom instruction, soccer training, travel and academy activities.

Prohibited Conduct

The academy prohibits:

- Physical, sexual or emotional abuse of students.
- Sexual or romantic relationships between staff and students.
- Harassment, intimidation, exploitation or discriminatory mistreatment.

- Inappropriate private communication or relationships with students.
 - Retaliation against individuals reporting concerns in good faith.
 - Concealment or deliberate failure to report suspected misconduct.
 - Any conduct compromising student safety or professional trust.
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Duty to Report

All instructional personnel and school administrators must report alleged misconduct by instructional personnel or administrators that affects the health, safety or welfare of a student.

Suspected child abuse, abandonment or neglect must be reported to the appropriate authorities as required by Florida law.

Reports to school leadership do not replace mandatory reports to external authorities.

Employee Reporting Protections

Florida Statutes §§39.203 and 768.095 provide specified protections relating to good-faith reporting and employment-related disclosures, subject to their statutory conditions.

BHA prohibits retaliation for good-faith reporting of suspected misconduct.

Staff Training

All instructional personnel and school administrators must complete training on BHA's Standards of Ethical Conduct.

Training completion will be documented and maintained by academy administration.

Additional safeguarding training may be required for coaches, contractors and other staff.

Employment and Confidentiality

BHA will not enter into confidentiality agreements that conceal misconduct affecting student health, safety or welfare with instructional personnel or administrators who are dismissed, terminated or resign in lieu of termination because of such misconduct.

Employment and reporting decisions will comply with applicable Florida law.

Enforcement

Violations may result in disciplinary action, including termination, reporting to appropriate authorities or other legally required measures.

Policy Authority: Executive Director

Applicable Campuses: Jacksonville, Maitland and Tampa

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