



Christ the King Lutheran School

5625 North US Hwy. 1

Palm Coast, FL 32164

386-447-7979

Connecting YOU to Christ and His Kingdom

Christ the King Lutheran School

Professional Ethics Policy & Reporting Professional Misconduct Procedures

At Christ the King Lutheran School it is important that all employees work together as a team so that the rights and interests of both its families and employees are assured. Common sense, good judgment and acceptable personal behavior on the part of all employees will make Christ the King Lutheran School a desirable place to serve.

Annual in-service training, required for all personnel at Christ the King Lutheran School, will include a review of this policy, highlighting each worker's responsibility to conduct himself/herself in a professional manner and to report alleged professional misconduct following CTK's established procedures.

CHRIST THE KING LUTHERAN SCHOOL'S STATEMENT OF RELIGIOUS BELIEFS AND CONVICTIONS

Christ the King Lutheran School is a member organization of the Wisconsin Evangelical Lutheran Synod (WELS). As such, Christ the King Lutheran School believes, teaches, confesses and holds firmly to all the teachings of Holy Scripture. All workers, volunteers, and students are expected to conduct themselves in accordance with Holy Scripture and uphold the mission and educational philosophy of Christ the King Lutheran School. The promotion of activities and/or teachings that are inconsistent with WELS doctrine and practice will result in disciplinary action which may include dismissal, because such behavior violates the scriptural principles of Christ the King Lutheran School.

Ethics Policy

The command of Christ is that His mission for the Church should be carried out according to His will, and that in doing so, we maintain decency and order in our personal and professional lives. No practice or behavior inconsistent with or in conflict with individual moral and ethical conduct required by Scripture shall be tolerated from employees. Any failure to maintain these ethical and moral standards may be grounds for counseling and/or immediate dismissal from employment.

Persons who hold positions of responsibility or positions that put them and Christ the King Lutheran School in the public eye are often regarded as role models and exemplars of Christian leadership. These persons may be held to a stricter standard of behavior and practice than other employees in both their work and their personal lives. Counseling may be required, and these employees may face dismissal for behavior and practices deemed by Christ the King Lutheran School to be inappropriate to fulfilling their function as role model and leader in carrying out Christ's mission on earth.

Acts of professional misconduct and violations to CTK's *Ethics Policy* include but are not limited to:

- Using obscene language
- Use of illicit/illegal drugs
- Use of alcohol on school grounds
- Displaying prejudice or bigotry
- Using sexual innuendo in conversation with students or coworkers

- Cheating or testing violations
- Displays of physical aggression
- Acceptance or offering of favors

Reporting Violations

All teachers, support staff, and administrators of Christ the King Lutheran School (CTK) have an obligation and legal responsibility to report misconduct demonstrated by any worker of CTK which affects the health, safety, or welfare of a student.

Failure to report misconduct may result in penalties up to termination of call/employment and revocation of an educator's certificate and/or professional credentials.

If a coworker or student confides in you, be a LEADER.

- Listen
- Evaluate
- Act Immediately
- Document
- Encourage
- Report

Report suspected violations of CTK's Ethics Policy to:

- Eric Brown
- Principal
- 386-447-7979

Or

- Jay Zahn
- Pastor
- 386-447-7979

****Reporters are protected from liability under provisions listed in FL ss. 39.203 and 768.095.***