

Standards of Ethical Conduct for **American Nation Builders Christian &** **College Preparatory Academy**



www.AmericanNationBuilders.org

1) American Nation Builders is a Christian and College Preparatory Academy that prides itself on its school motto (*“Build A Student, Build A Nation”*), mission, vision, positive values, community involvement, exceptional teaching strategies, signature curriculum, positive moment highlights from year to year, and the incredible worth, dignity, and respect shown to every student, teacher, parent, administrator, ANB stakeholders, and others.

2) We also truly believe in facilitating a positive school culture and environment as represented through our school mission that offers the freedom to learn, to teach, and the guarantee of equal opportunity for all.

3) As such, the mission of American Nation Builders Christian & College Preparatory Academy is *“to nurture an academic community that truly invest in all of its students and the quality of their education that will offer the best education that will give our students a pathway to succeed in school, college, career, life and beyond that will overall better our communities, states, and nation as a whole and all of its people.”*

4) Moreover, our school motto, mission, vision, positive values, and other precepts as mentioned above are best represented through our employees through their strive for excellence in developing students in the classroom and outside of the classroom through exceptional teaching, differentiated instruction, positive encouragement/words of affirmation, and serving as a positive example and mentor to the students of ANB, their local communities, and to the world-at-large. These precepts are cultivated

through our ANB professional growth opportunities, training, teaching models, agendas, and others and allowing employees to exercise professional judgement and integrity.

5) Employees, Instructional Staff, and Administrators of American Nation Builders Christian & College Preparatory Academy shall maintain honesty in all professional dealings.

6) Employees, Instructional Staff, and Administrators of American Nation Builders Christian & College Preparatory Academy must practice and adhere to **The Rule of Civility** when communicating with students and each other. The **Rule of Civility in education** refers to the expectation that all members of the educational community—students, teachers, staff, and administrators—should conduct themselves with **respect, empathy, and mutual regard** to foster a safe, inclusive, and productive learning environment.

7) Employees, Instructional Staff, and Administrators of American Nation Builders Christian & College Preparatory Academy will also demonstrate ethical conduct by adhering to the following ethical considerations:

- a. Making sure that the lessons/discussions are classroom appropriate;
- b. Using appropriate language at all times that is conducive to a positive and intellectual learning environment that demonstrates compassion and respect;
- c. Making reasonable efforts to protect students from harmful conditions that could impede student learning and/or the student's mental health, physical health, safety, and general well-being; and
- d. Welcoming appropriate student perspectives from diverse points of view without judgement;
- e. Upholding moral integrity that will not harass or discriminate against any student on the basis of *race, color, religion, gender, national or ethnic origin/background, political beliefs, marital status, and disability, and others*; and
- f. Making reasonable efforts to assure that each student is protected from harassment, bullying, flaming, and other related conduct that the ANB Staff is made aware of.

8) In Florida, teachers and other school employees also have both an ethical and mandatory legal duty to report the following conduct under state statutes and professional conduct rules.

a. Mandatory Reporting of Child Abuse

Under Florida Statutes §1006.061(1), all employees and agents of public school districts, charter schools, and private schools that accept scholarship students have an affirmative duty to report actual or suspected cases of child abuse, abandonment, or

neglect to the Florida Department of Children and Families (DCF) Abuse Hotline: **1-800-96-ABUSE (1-800-962-2873)** and ANB via email address: Info@AmericanNationBuilders.org.

b. Reporting Educator Misconduct

Educator Misconduct Conduct will fall into the category of misconduct that affects a student's health, safety, or welfare. Some examples include:

1. Unprofessional communication with students or colleagues;
2. Being alone with a student in a secluded area;
3. Physical aggression or inappropriate contact;
4. Harassment, bullying, or prejudice;
5. Drug/Alcohol Use; and/or
6. Related offenses

The aforementioned violations must be first promptly reported to American Nation Builders via email address: Info@AmericanNationBuilders.org within 48 hours of the offense and/or observation of the offense and/or awareness of the offense.

Failure to report misconduct can result in a written warning, suspension without pay, termination, other disciplinary action, or a report to law enforcement based on the severity of the offense.

c. Self-Reporting of Arrests and Convictions

A 2025 law (SB 1374) now requires educators to self-report within 48 hours. All self-reporting of arrest and convictions must be promptly emailed to Info@AmericanNationBuilders.org within 48 hours of the offense. This policy does not apply to minor traffic violations.

d. ANB Teachers and Staff Members are obligated to Report

ANB Teachers, Staff Members, and Instructional Personnel are ethically required to disclose and report information that they learn about from students that could be harmful to other students, parents, staff members, and the ANB Community. Some examples would include:

1. Physical Altercation/Fighting;
2. Future Plans of a Physical Altercation/Fight at school or away from school;
3. Other Acts of Violence;
4. Future Plans of Violence at school or away from school;
5. Making Threats.

All reporting must be promptly emailed to Info@AmericanNationBuilders.org within 48 hours unless it is a time-sensitive emergency that would require immediate action (or immediate intervention).

9) All Employees, Instructional Staff, and Administrators of American Nation Builders Christian & College Preparatory Academy are required as a condition of employment to complete training on these standards of ethical conduct. If you have any questions or concerns about The Standards of Ethical Conduct for American Nation Builders Christian and College Preparatory Academy, please feel free to reach Dr. Chisholm.

10) 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)

Thank you for your assistance in helping ANB to manage and maintain our Standards of Ethical Conduct.
