



# Educators Code of Ethics to the point

## **1. Professional Conduct**

- Perform your work in a complete and timely manner
- Be courteous to children, parents, colleagues, and supervisors

## **2. Trustworthiness**

- Remember you are a role model for students

## **3. Unlawful Acts**

- Follow the laws and rules
- Should you get in trouble communicate immediately to your supervisor

## **4. Teacher/Student Relationship**

- At all times you are an educator
- Do not interact through personal social media with individual student

## **5. Alcohol, Drug, and Tobacco Use or Possession**

- Report to work drug and alcohol free
- Do not promote the use of alcohol, tobacco, or illegal drugs (even on personal social media sites)

## **6. Public Funds and Property**

- Treat property like it is your own
- Keep professional and personal separate

## **7. Remunerative Conduct**

- No side businesses involving students as customers

## **8. Maintenance of Confidentiality**

- Avoid gossip including social media

## **9. Abandonment of Contract**

- Work your schedule
- Be honest with time and attendance



# Reality Check

## 1. Remember:

- As educators we hold positions of trust – legal ramifications
- As educators we are role models – professional and legal ramifications

## 2. Children will:

- Students will become enamored of teachers
- Students will attempt to flirt with you
- BE PREPARED

## 3. Educators must:

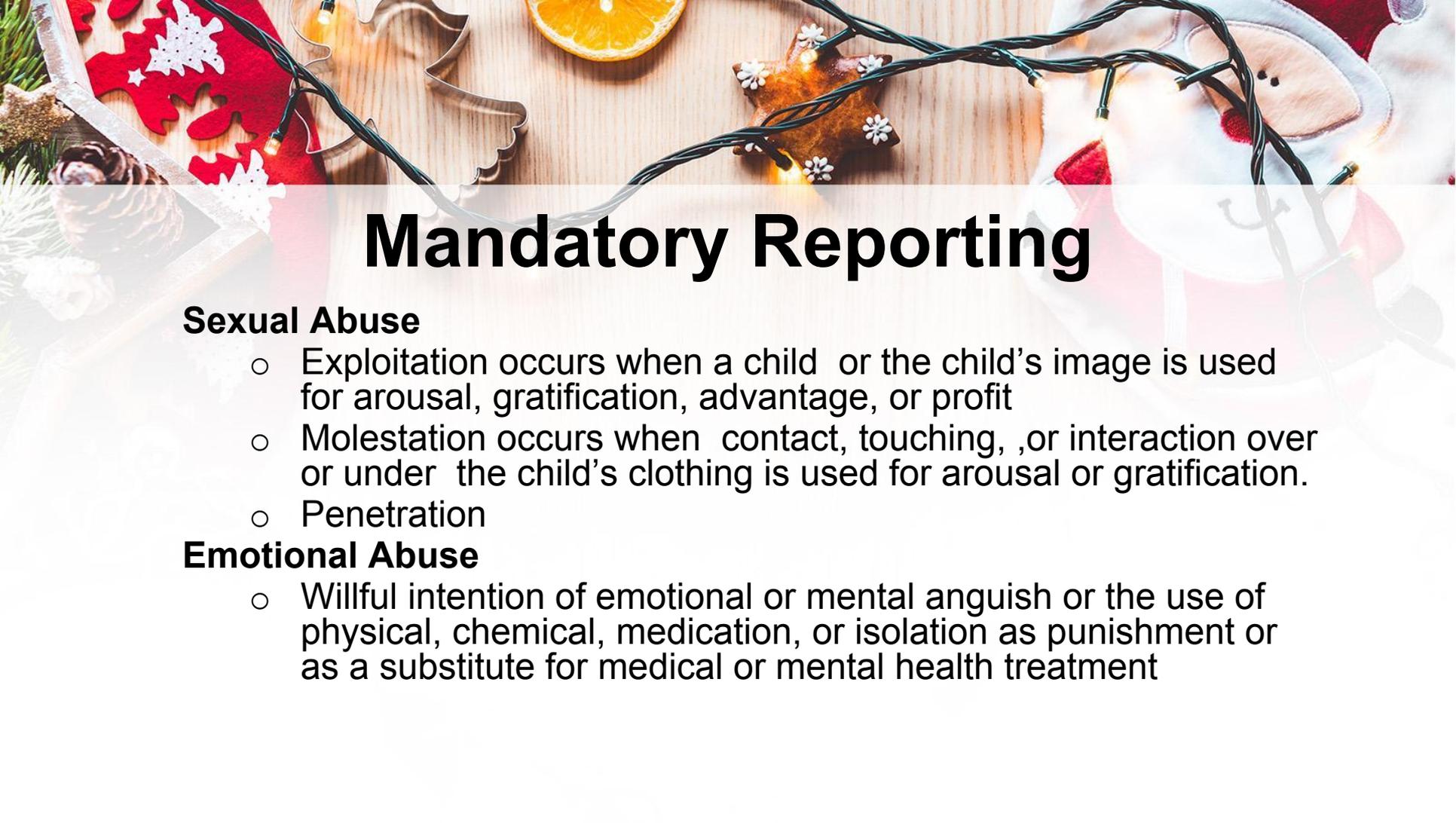
- Understand the above
- Know it is normal and developmental
- Realize that it has nothing to do with the them personally
- IF IT BECOMES ABOUT THEM - RUN

**Standard 4:**  
**Teacher/Student Relationships** - An educator should always maintain a professional relationship with all students, both in and outside the classroom.



# Mandatory Reporting

- **Erin's Law**
  - Signed into law in June 2015
  - Requires mandatory reporter and child abuse training for all school employees.
- **Types of Reports**
  - Sexual Abuse
  - Emotional Abuse
  - Neglect
  - Physical Abuse



# Mandatory Reporting

## **Sexual Abuse**

- Exploitation occurs when a child or the child's image is used for arousal, gratification, advantage, or profit
- Molestation occurs when contact, touching, or interaction over or under the child's clothing is used for arousal or gratification.
- Penetration

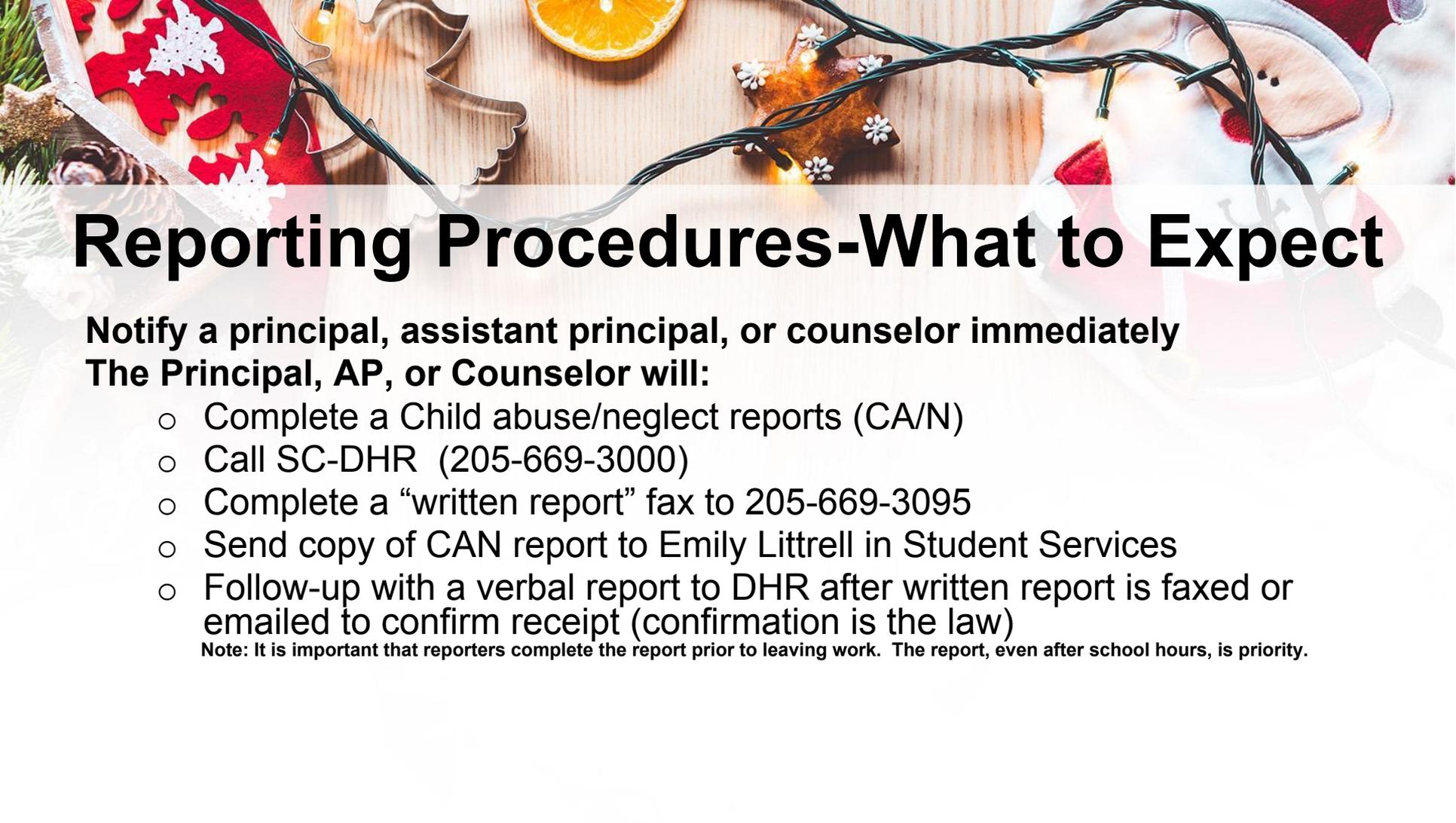
## **Emotional Abuse**

- Willful intention of emotional or mental anguish or the use of physical, chemical, medication, or isolation as punishment or as a substitute for medical or mental health treatment



# Observations

- **Notice what the children are wearing**
  - Weather appropriate
  - Clothing is dirty
  - Wearing long sleeves in hot weather
- **Notice Behaviors**
  - Loners
  - Bullies
  - Fighters
  - Major changes (becomes withdrawn/acts out)
- **Notice What they say**
  - They may share things with friends
  - They may share things with you



# Reporting Procedures-What to Expect

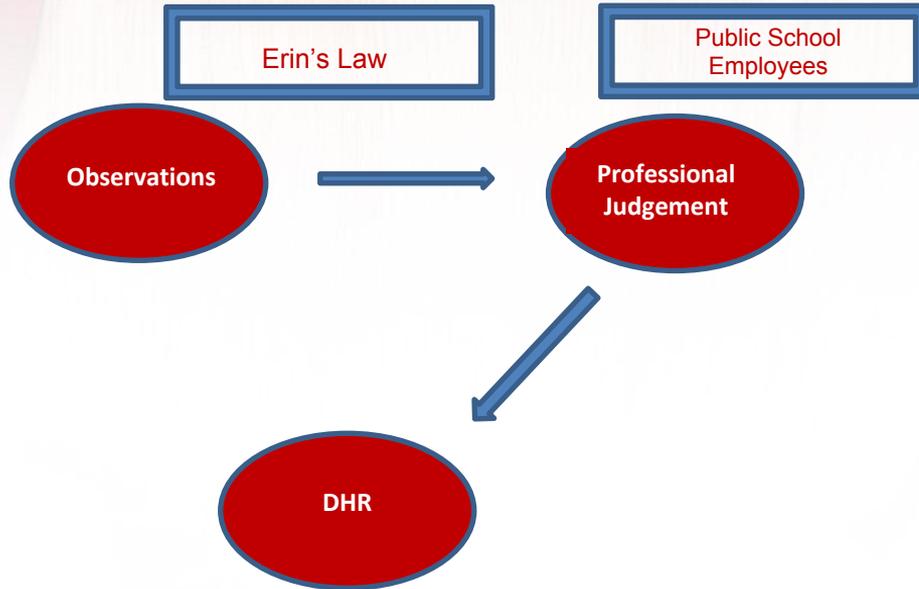
**Notify a principal, assistant principal, or counselor immediately**

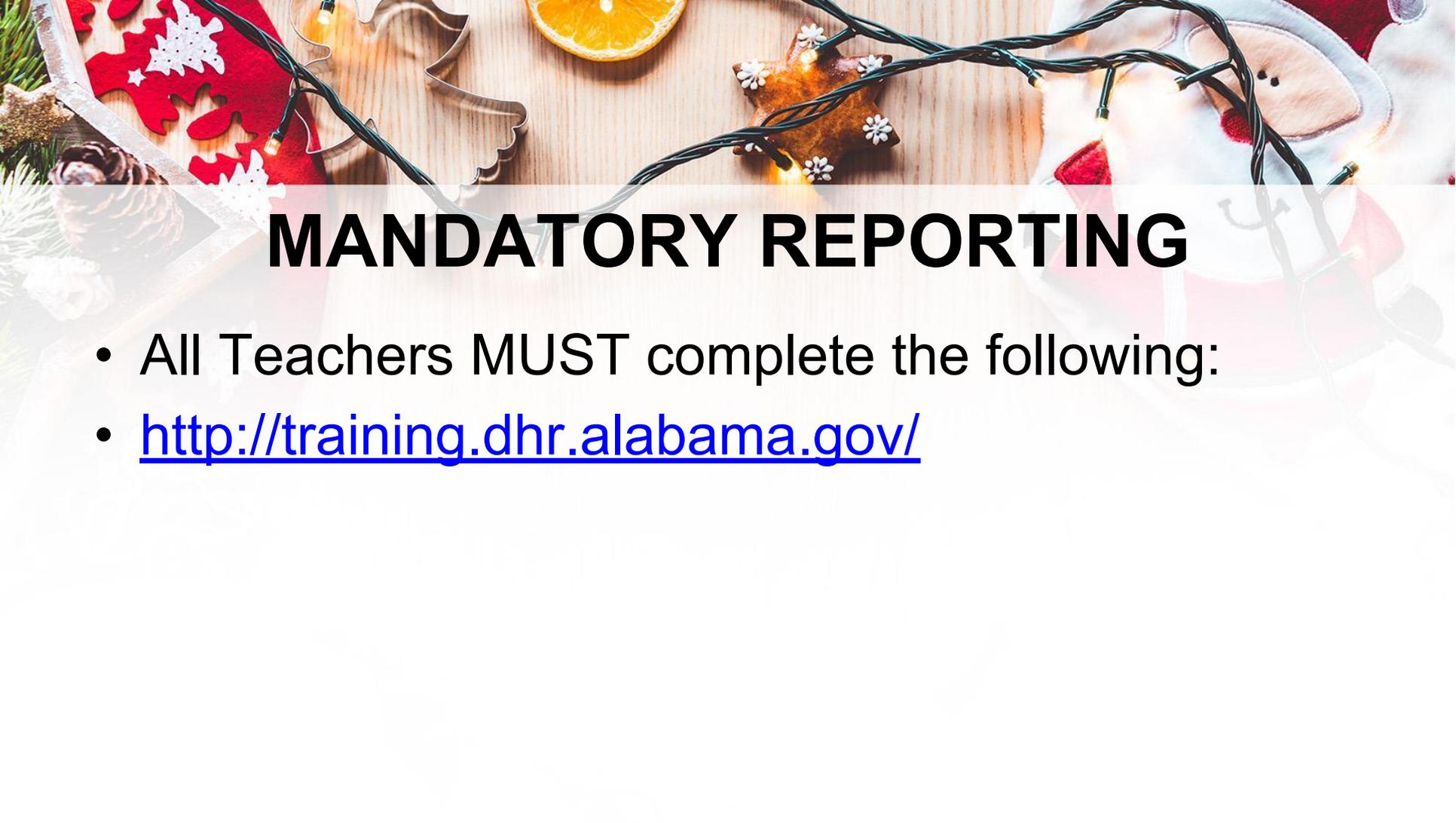
**The Principal, AP, or Counselor will:**

- Complete a Child abuse/neglect reports (CA/N)
- Call SC-DHR (205-669-3000)
- Complete a “written report” fax to 205-669-3095
- Send copy of CAN report to Emily Littrell in Student Services
- Follow-up with a verbal report to DHR after written report is faxed or emailed to confirm receipt (confirmation is the law)

**Note:** It is important that reporters complete the report prior to leaving work. The report, even after school hours, is priority.

# Summary





# MANDATORY REPORTING

- All Teachers **MUST** complete the following:
- <http://training.dhr.alabama.gov/>



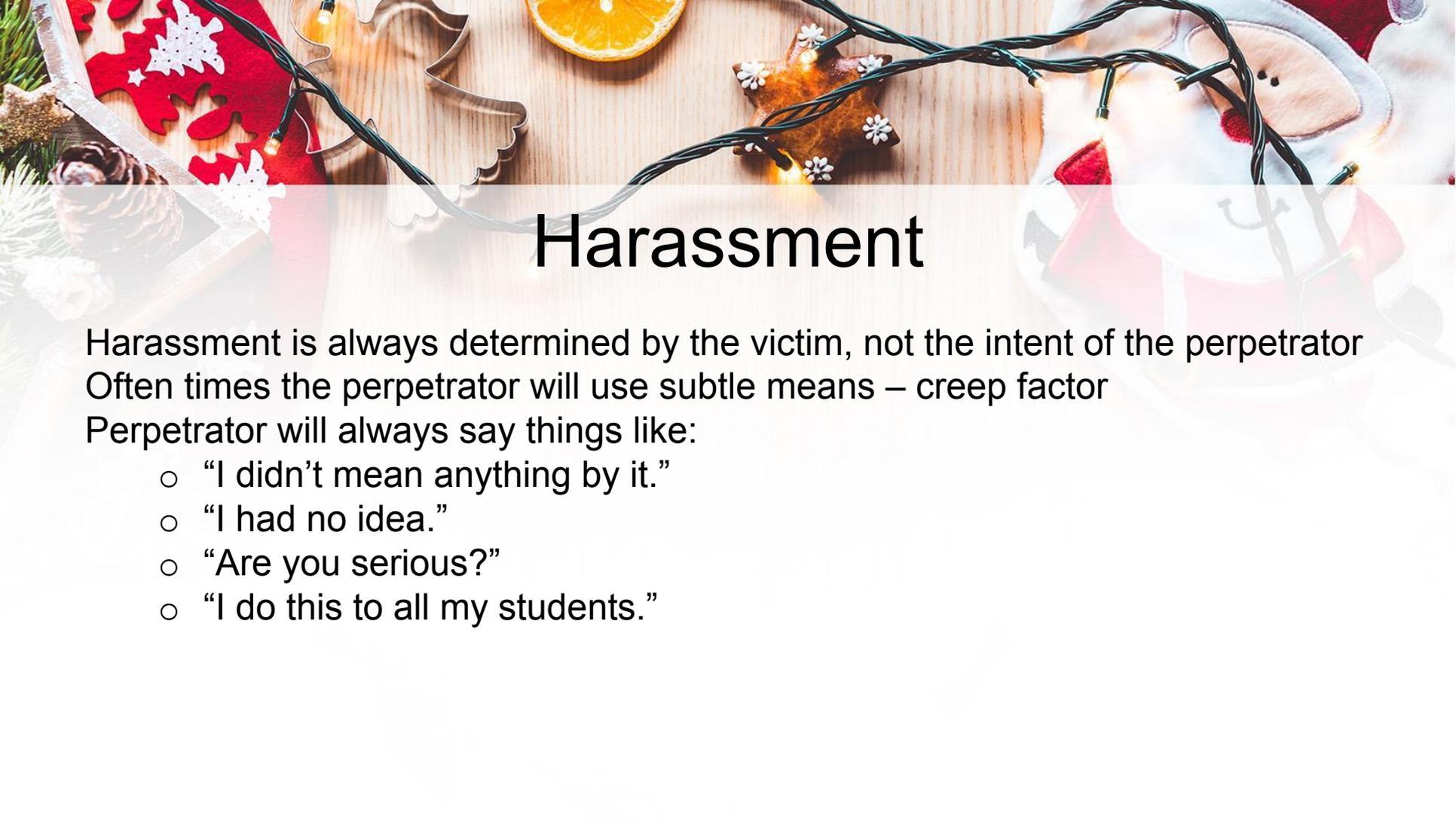
# Harassment

## **Merriam-Webster**

- To create an unpleasant or hostile situation by uninvited and unwelcomed verbal or physical conduct

## **EEOC**

- Enduring offensive conduct which becomes a condition of employment
- Conduct is so severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.



# Harassment

Harassment is always determined by the victim, not the intent of the perpetrator

Often times the perpetrator will use subtle means – creep factor

Perpetrator will always say things like:

- “I didn’t mean anything by it.”
- “I had no idea.”
- “Are you serious?”
- “I do this to all my students.”



# Plain language - Harassment

## REGARDING STUDENTS

As professional educators we cannot and must not put ourselves in the position of exerting power over students in an uninvited, unwelcomed manner:

- Grabbing a student – don't do it.
- Allowing/encouraging a student to come into your close personal space or you entering into theirs in either a disciplinary or flirtatious purpose
- Dating a student – Newton Act
- Interacting via personal social media (including phone calls) with individual students



# Plain language - Harassment

## REGARDING COLLEAGUES

As professional educators remember that our colleagues are just that colleagues regardless of other relationships outside positive or negative we cannot and must not put ourselves in the position of exerting power over them or they us in an uninvited, unwelcomed manner:

- Bullying in the workplace
- Use the workplace to conduct personal affairs (financial or other)
- Don't confuse professionalism with flirtation



# Narrative of a Lost Career

Tues. July 10

Very Excited – I have been hired by SCBOE, to teach at BHS; I will be coaching volleyball. The principal said I can meet the team with the Booster club on Friday the 20<sup>th</sup>.

Fri. July 20

Met the team, we shared contact information, they seem like an enthusiastic and athletic group. I am very optimistic.

Tues. July 31

New Teacher Orientation; too much information! The one thing I remember is that they told me not to use my personal phone to talk to students. I have already given that out to my players. I am smart enough not to be stupid, I will not do anything to get in trouble.

Mon. Sept. 10

We've had several losses, team is down; we had an emotional meeting today – we have to work together. I shared my personal story and the struggles I have gone through, they all shared, it was very moving.

Tues. Sept. 11

Several players sent text messages to me last night thanking me for sharing and being so open and honest with the players. Optimism runs high.



# Narrative of a Lost Career

Thur. Sept. 13

Our best player JN did horribly today, I pulled her aside and asked what was going on; she asked if she could speak with me after the match. We met for a few minutes in my office, she shared that what she is going through is similar to what I shared with the team earlier in the week. Poor kid. Because I have had a similar experience I am going to help her out.

Mon. Oct 1

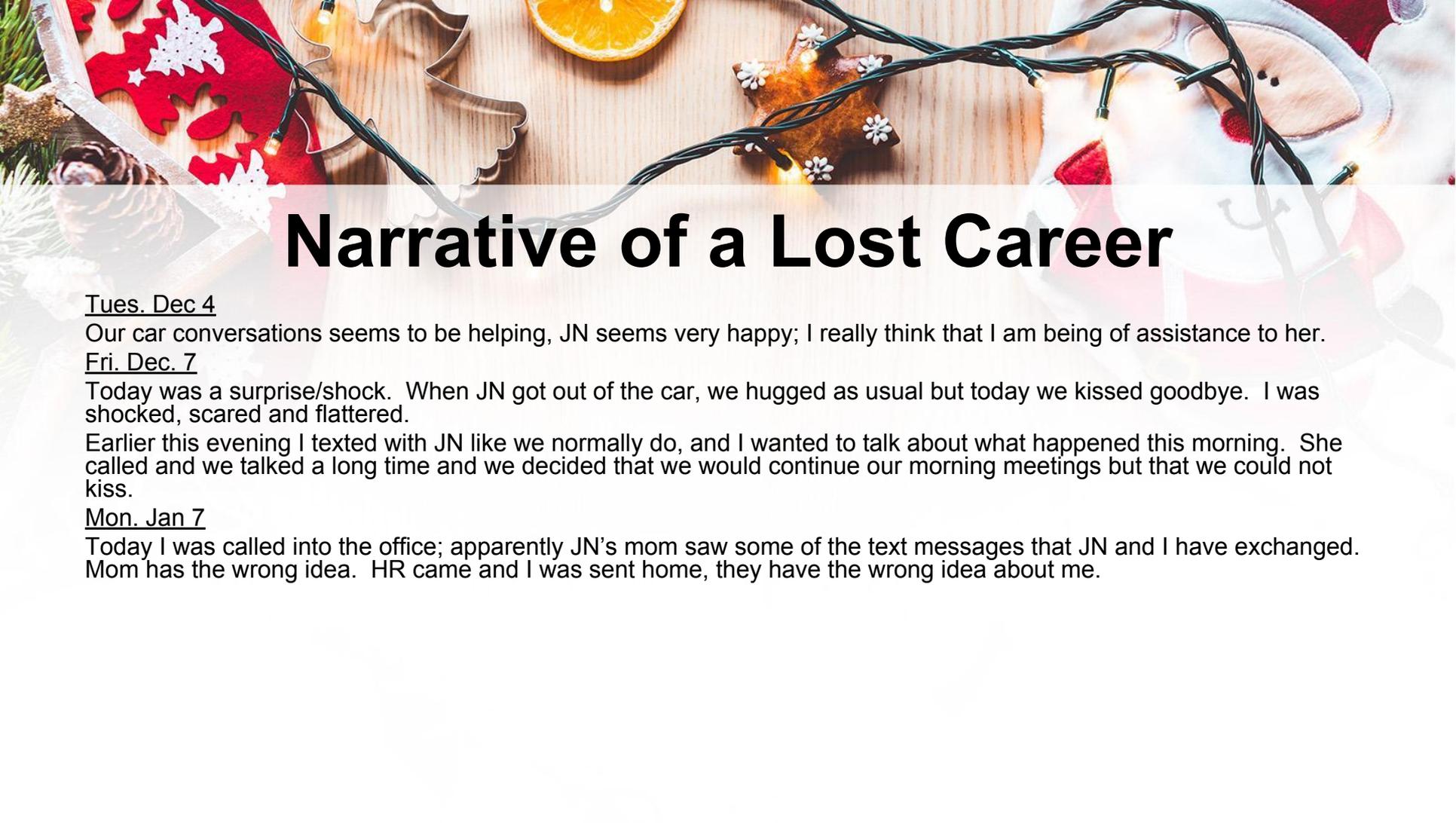
JN came by my class today and thanked me for all the help. She offered to help with any copying or other work, so I took her up on it and had her run off several items I needed. I love getting organized!

Wed. Oct 17

JN texted me last night said that something was going on and that she needed to talk. She asked if I could call her; I proposed that we meet in the morning in my classroom early before classes begin. So we met this morning, she is really having a tough time of it, she says that talking to me helps – I hope so.

Tues. Nov 6

JN asked that if rather than meeting at school we could meet somewhere else, like a coffee shop. I said sure but that it would have to be early. We got there around 6:00 and it was already crowded, I suggested that we sit in my car and talk.



# Narrative of a Lost Career

Tues. Dec 4

Our car conversations seems to be helping, JN seems very happy; I really think that I am being of assistance to her.

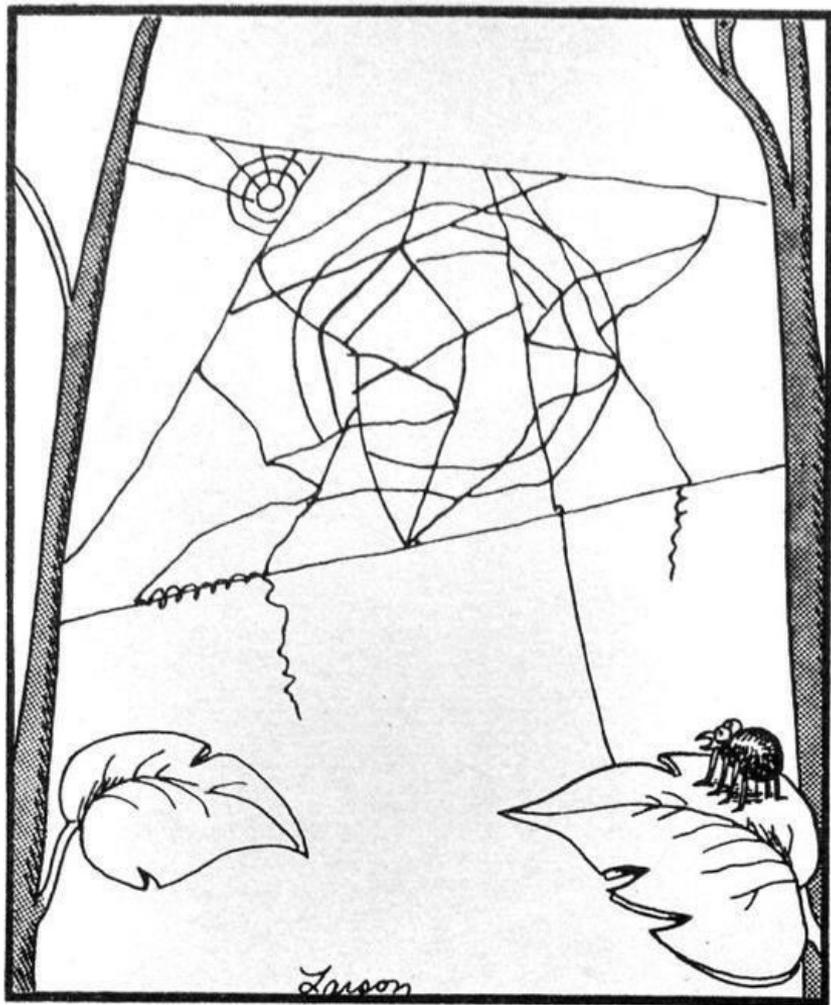
Fri. Dec. 7

Today was a surprise/shock. When JN got out of the car, we hugged as usual but today we kissed goodbye. I was shocked, scared and flattered.

Earlier this evening I texted with JN like we normally do, and I wanted to talk about what happened this morning. She called and we talked a long time and we decided that we would continue our morning meetings but that we could not kiss.

Mon. Jan 7

Today I was called into the office; apparently JN's mom saw some of the text messages that JN and I have exchanged. Mom has the wrong idea. HR came and I was sent home, they have the wrong idea about me.



**"Whoa! ... That can't be right!"**