



EMPLOYEE ETHICS POLICY

As a child care employee you must read in its entirety the child abuse pamphlet “Child Abuse and Neglect in Florida, A Guide for professionals”, and sign the accompanying “Child Abuse and Neglect Training” cover page. Copy of which will be placed in your personnel file as proof of your understanding of the subject matter.

All child care personnel are mandated by law to report their suspicions of child abuse, neglect, or abandonment to the Florida Abuse Hotline in accordance with section 415.504(1)(e) of the Florida Statutes (F.S.). This material is covered in the 30 clock hour Introductory Child Care Training course which is mandatory for all child care personnel.

- “Child Abuse or Neglect” is defined in s. 415.503(3), F.S., as “harm or threatened harm” to a child’s mental or physical health or welfare by the acts of omissions of a parent, adult household member, or other person responsible for the child’s welfare, or for purposes of reporting requirements by any person.
- Reports must be made immediately to the centralized Florida Abuse Hotline at 1-800-96ABUSE [962-2873].
- All reports are confidential. However, persons who are mandated reports [child care personnel] are required to give their name when making a report.
- It is important to give as much identifying and factual information as possible when making a report.
- Any person, when acting in good faith, is immune from liability in accordance with s.415.511, F.S.
- Child care personnel must be alert to the physical and behavioral indicators of child abuse and neglect.
 - Categories Include:
 - Physical Abuse [i.e., unexplained bruises, burns...]
 - Physical Neglect [i.e., hunger, poor hygiene, lack of supervision]
 - Sexual Abuse [i.e., withdrawal, excessive crying, physical symptoms...]
 - Mental Injury [i.e., impairment in the ability to function, depression...]

Your report of Child Abuse and Neglect actions are protected under ss.39.203 and ss.768.05 [text of both 39.203 and 768.05 follows]

Respectfully,

Daniel Benitez, Director
Montessori Academy



39.203 - Immunity from liability in cases of child abuse, abandonment, or neglect.--

(1)(a) Any person, official, or institution participating in good faith in any act authorized or required by this chapter, 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.

(b) Except as provided in this chapter, nothing contained in this section shall be deemed to grant immunity, civil or criminal, to any person suspected of having abused, abandoned, or neglected a child, or committed any illegal act upon or against a child.

(2)(a) No resident or employee of a facility serving children may be subjected to reprisal or discharge because of his or her actions in reporting abuse, abandonment, or neglect pursuant to the requirements of this section.

(b) Any person making a report under this section shall have a civil cause of action for appropriate compensatory and punitive damages against any person who causes detrimental changes in the employment status of such reporting party by reason of his or her making such report. Any detrimental change made in the residency or employment status of such person, including, but not limited to, discharge, termination, demotion, transfer, or reduction in pay or benefits or work privileges, or negative evaluations within a prescribed period of time shall establish a rebuttable presumption that such action was retaliatory.

768.095 - Employer immunity from liability; disclosure of information regarding former or current employees.--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 chapter 760.