

Reporting Educator Misconduct



All employees and agents of a public school district, charter school or private school have an obligation and legal responsibility to report misconduct by instructional personnel and school administrators which affects the health, safety or welfare of a student

- **Obscene language**
- **Drug and alcohol use**
- **Disparaging comments**
- **Prejudice or bigotry**
- **Sexual innuendo**
- **Cheating or testing violation**
- **Physical aggression**
- **Accept or offer favors**

If someone tells you about misconduct, be a LEADER:

Listen

Evaluate

Act immediately

Document

Encourage

Report

Failure to report misconduct may result in penalties up to termination of employment and revocation of an educator's certificate

Report to:

(your school or district contact information below)

Name:

Title:

Phone:

REPORTING CHILD ABUSE IS EVERYONE'S RESPONSIBILITY



Every year in Florida, thousands of children are subjected to child abuse, which can take the form of physical or sexual abuse, neglect, abandonment or mental injury. Too many continue to suffer because the abuse is never reported. Under Florida law, anyone who suspects a child may be abused or neglected has a responsibility to report it.

Signs that a child may be a victim of child abuse:

- Unusual fearfulness
- Lack of hygiene or inappropriate dress
- Delayed emotional, intellectual or language development
- Frequent injuries
- Feeding disorders
- Rocking, self-inflicted pain
- Sleep disorders, bed-wetting
- Lack of eye contact, poor socialization
- Acting out in school
- Unexplained scars or bruises
- Malnutrition
- Many school absences

CALL 911 FOR EMERGENCIES

**TO REPORT
ABUSE:**

Phone: 1.800.962.2873

Fax: 1.800.914.0004

Online: floridaabusehotline.gov

REPORTANDO ABUSO INFANTIL ES La Responsabilidad De Todos



Todos los niños merecen vivir en un ambiente seguro y sano donde ellos puedan desarrollarse bien. Si usted sospecha abuso físico o sexual, negligencia, abandono, o daño mental, reporte lo inmediatamente por teléfono, fax, o en el sitio web. La ley del estado de la Florida requiere que todo quien sospecha de abuso o negligencia por un cuidador de un niño en casa, escuela, o en otros lados, tiene la responsabilidad de reportarlo.

Señales que un niño tal vez sea víctima de abuso infantil:

- Miedo inusual
- Falta de higiene o vestuario inapropiado
- Retraso emocional, intelectual o de desarrollo de lenguaje
- Lesiones frecuentes
- Desorden alimentarios
- Balanceo, daño a sí mismo
- Desordenes de sueño, mojar la cama
- Falta de contacto visual, falta de socialización
- Mal comportamiento en la escuela
- Cicatrices o moretones sin explicación
- Desnutrición
- Muchas faltas a la escuela

LLAMÉ AL 911 PARA EMERGENCIAS

**PARA REPORTA
ABUSO:**

Teléfono: 1.800.962.2873

Fax: 1.800.914.0004

Sitio web: floridaabusehotline.gov

Amazing Hope School Academy Title IX

Title IX

Title IX of the Education Amendments Act of 1972 is a federal law, enacted in 1972, which states: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

On May 6, 2020, the United States Department of Education released its final rule under Title IX of the Education Amendments of 1972. The final rule requires school districts to follow a specific Title IX Grievance Process while investigating allegations of sexual misconduct. The Office of Civil Rights of the United States Department of Education considers sexual misconduct (including sexual harassment, sexual violence, sexual assault and intimate partner violence) to be a form of sexual discrimination and requires the school districts to take immediate and effective steps to respond to sexual misconduct.

Title IX Jurisdiction

For a Title IX investigation to apply, the incident must meet the definition of sexual harassment and it must have occurred in an education program or activity in which the school has substantial control over both the respondent and the context in which the harassment occurred.

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

1. An AHSA employee conditioning the provision of an aid, benefit, or service of the recipient on an individual’s participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity; or
3. “Sexual assault” as defined in 20 U.S.C. 1092(f)(6)(A)(v), “dating violence” as defined in 34 U.S.C. 12291(a)(10), “domestic violence” as defined in 34 U.S.C. 12291(a)(8), or “stalking” as defined in 34 U.S.C. 12291(a)(30).

Equal Employment Opportunity (EEO) Officer & Title IX:

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