

I-4 Faiths Law 105 ILCS 5/22-85.5 and Code of Ethics

Sexual misconduct in schools is defined as any act, including but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity, by an employee or agent of the school with direct contact with a student to establish a romantic or sexual relationship with the student. It is important for staff to maintain a professional relationship with students at all times, following Ephesians 5:3-4 “But among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for God’s holy people. ⁴Nor should there be obscenity, foolish talk or coarse joking, which are out of place, but rather thanksgiving.”

Such acts, including but not limited to, any of the following: sexual or romantic invitation, dating or soliciting a date, engaging in sexualized or romantic dialogue, sexually suggestive comments towards or with a student, self-disclosure, or physical disclosure or contact of sexual, romantic, or erotic nature.

No staff member should transport or be in an enclosed room with no windows with only one student, at any time. This includes the school day and summer. Pictures of student activities are allowable, as long as the parents have signed consent to do so. Additionally, pictures are to be used only for school-approved publications and not kept for private use. Employees should not make student contact, outside of their professional role. Failure to report a violation of the employee code of professional conduct policy may subject the employee to disciplinary action up to and including dismissal from employment.

Christ Our Rock Lutheran High School expects employees to conduct themselves according to the principles and policies set forth in this personnel policy guide, teacher handbook, and Illinois Educator Code of Ethics. Faculty and staff should always act in a responsible manner that reflects good judgment and conforms to the standards of their profession and the standards of Christ Our Rock Lutheran High School. Should work performance and/or conduct fall below these standards, the principal or direct supervisor will initiate positive disciplinary procedures that are designed to be corrective, not punitive. This process will be handled with prayerful consideration, respect for the teacher’s office, and Christian love. The following forms of positive discipline may be used in succession, in combination or bypassed, as the supervisor deems appropriate: verbal consultation, written warning, suspension, probation or termination. A teacher may be suspended without pay for reasons of unprofessional conduct for a period not to exceed three days by the principal upon consultation with the President of the Association Board.

- **Verbal Consultation:** When warranted, a supervisor brings the problem to the employee’s attention in Christian manner and outlines acceptable performance and how to achieve it.
- **Written Warning:** A written warning may be given when verbal consultation has failed to improve the employee’s performance or when serious violations of Christ Our Rock Lutheran High School policy occur.

- **Suspension:** An employee may be suspended with or without pay during the investigation of a reported violation of Christ Our Rock Lutheran High School policy, when poor performance continues following verbal or written warnings, or when a serious infraction of Christ Our Rock Lutheran High School Standards for Professional Conduct occurs.
- **Written Warning with Probation:** When other attempts to improve poor performance have failed or when a serious infraction of Christ Our Rock Lutheran High School policy occurs, a warning with probation may be used. The employee is informed that failing to correct performance problems within a specified time will result in termination.
- **Termination:** Termination of employment is an extreme measure, but one that may be justified when employee conduct or performance warrants such action. Please see section IV-3 for more information on the termination of an employee.

* Verbal consultation will accompany every step prior to termination. Verbal consultation shall include the outline of acceptable performance and how to achieve it. The administrator or supervisor will keep written documentation of the use of the positive discipline policy.

Illinois Educator Code of Ethics

PRINCIPLE 1: RESPONSIBILITY TO STUDENTS The Illinois educator is committed to creating, promoting, and implementing a learning environment that is accessible to each student, enables students to achieve the highest academic potential, and maximizes their ability to succeed in academic and employment settings as a responsible member of society. Illinois educators: ▪ Embodiment of the Standards for the School Service Personnel Certificate (23 Ill. Adm. Code 23), the Illinois Professional Teaching Standards (23 Ill. Adm. Code 24), and Standards for Administrative Certification (23 Ill. Adm. Code 29), as applicable to the educator, in the learning environment; ▪ Respect the inherent dignity and worth of each student by assuring that the learning environment is characterized by respect and equal opportunity for each student, regardless of race, color, national origin, sex, sexual orientation, disability, religion, language or socioeconomic status; ▪ Maintain a professional relationship with students at all times; ▪ Provide a curriculum based on high expectations for each student that addresses individual differences through the design, implementation, and adaptation of effective instruction; and ▪ Foster in each student the development of attributes that will enhance skills and knowledge necessary to be a contributing member of society.

PRINCIPLE 2: RESPONSIBILITY TO SELF The Illinois Educator is committed to establishing high professional standards for their practice and striving to meet these standards through their performance. Illinois Educators: ▪ Assume responsibility and accountability for their performance and continually strive to demonstrate proficiency and currency in both content knowledge and professional practice; ▪ Develop and implement personal and professional goals with attention to professional standards through a process of self assessment and professional development; ▪ Represent their professional credentials and qualifications accurately; and ▪ Demonstrate a high level of professional judgment.

PRINCIPLE 3: RESPONSIBILITY TO COLLEAGUES AND THE PROFESSION The Illinois Educator is committed to collaborating with school and district colleagues and other professionals in the interest of student learning. Illinois Educators: Illinois Educator Code of Ethics ▪Collaborate with colleagues in the local school and district to meet local and state educational standards; ▪Work together to create a respectful, professional and supportive school climate that allows all educators to maintain their individual professional integrity; ▪Seek out and engage in activities that contribute to the ongoing development of the profession; ▪Promote participation in educational decision making processes; ▪Encourage promising candidates to enter the education profession; and ▪Support the preparation, induction, mentoring and professional development of educators.

PRINCIPLE 4: RESPONSIBILITY TO PARENTS, FAMILIES AND COMMUNITIES The Illinois Educator will collaborate, build trust, and respect confidentiality with parents, families, and communities to create effective instruction and learning environments for each student. Illinois Educators: ▪Aspire to understand and respect the values and traditions of the diversity represented in the community and in their learning environments; ▪Encourage and advocate for fair and equal educational opportunities for each student; ▪Develop and maintain professional relationships with parents, families, and communities; ▪Promote collaboration and support student learning through regular and meaningful communication with parents, families, and communities; and ▪Cooperate with community agencies that provide resources and services to enhance the learning environment.

PRINCIPLE 5: Responsibility to the Illinois State Board of Education The Illinois Educator is committed to supporting the Administrative and School Codes, state and federal laws and regulations, and the Illinois State Board of Education's standards for highly qualified educators. Illinois Educators: ▪Provide accurate communication to the Illinois State Board of Education concerning all certification matters; ▪Maintain appropriate certification for employment; and ▪Comply with state and federal codes, laws, and regulations.