



## **Employee Code of Professional Conduct Policy (as per Faith's Law; [ISBE.net/faithslaw](https://www.isbe.net/faithslaw) )**

All employees of Altus Academy shall be familiar with and comply with the Code of Ethics for Illinois Educators (23 II /adm Code 22.20; copy attached).

Please refer to the Sexual Abuse Response and Prevention Resource Guide (<https://www.isbe.net/Documents/Faiths-Law-Resource-Guide.pdf>; copy attached).

Sexual misconduct is defined as follows:

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 district, charter school, or nonpublic school with direct contact with a student that directed toward or with a student to establish a romantic or sexual relationship with the student. Such act includes, but is not limited to, any of the following:

1. A sexual or romantic invitation
2. Dating or soliciting a date
3. Engaging in sexualized or romantic dialog
4. Making sexually suggestive comments that are directed toward or with a student
5. Self-disclosure or physical exposure of a sexual, romantic or erotic nature
6. A sexual, indecent, romantic, or erotic contact with a student

It is expected that employees and others in contact with students at Altus Academy shall follow the guidelines outlined in Virtus Manual and reviewed in Virtus training. Virtus training is required by all employees and others in contact with students ([virtusonline.org/virtus](http://virtusonline.org/virtus)).

In particular:

No employee shall transport a student without knowledge and permission of the parent and the president or principal. permission.

No individual should take or possess a photo or video of a student without knowledge and permission of parent and President or principal.

No employee should ever meet with or contact a student outside of the employee's professional role and with the knowledge and permission of the parent and president or principal.

Employees are required, as mandated reporters, to report suspected abuse of a child in accordance with the Abused and Neglected Child Reporting Act.

All employees are required to take Mandated Reporter Training ([mr.dcfstraining.org](http://mr.dcfstraining.org)) and Virtus Training ([virtusonline.org](http://virtusonline.org)).