

**Parent Student Handbook:**

1.5.3 We believe God's design for humans is unequivocal and immutable (Genesis 1:26-28; Genesis 2:7, 24; Ephesians 5:30-31; Psalms 139:13-16; Malachi 2:14-15; Exodus 20:14; Jeremiah 1:5; Isaiah 44:2). Humans are of inestimable value at all stages and conditions of life, from conception through natural death. We are created male and female as two distinct and complementary genders together reflecting God's image. For the good of all creation, God instituted marriage with only one meaning: the joining of one man and one woman in an exclusive union and as the only venue for sexual intimacy. We will therefore hold fast to the integrity of God's mandate for humanity, responding with compassion and truth when pressed by the shifting opinions of current culture.

***Student/Faculty Relationships***

- 5.1 Philosophy - TA is dedicated to maintaining an atmosphere of mutual respect, fairness, and trust as well as a community free of behaviors that can undermine the school's mission. TA staff and faculty are responsible to demonstrate the highest standards of ethical, moral, and professional behavior while interacting sensibly and courteously with students, parents, staff, and the public.
- 5.2 General Policy - Trinity Academy prohibits behavior or communication between student and faculty that is unethical, immoral, disrespectful, or illegal.
- 5.3 Guidelines
- 5.3.1 Trinity Academy faculty/staff shall NOT engage in or use the following with a TA student:
- Online gaming, social media (for instance Facebook), or instant communication of any nature
  - Written communication of any form not completely and easily accessed by the student's parents and the Administrator
  - In-school favoritism or mentorship with excessive unprofessional, non-academic conversation
  - Private sessions (one-on-one meetings), counseling, or social encounters at any location without the presence of at least one other adult having 100% visibility of the session and without pre-arrangement with the student's parents (including time in private transportation)
  - Unwarranted or inappropriate touching beyond what is requisite in a Christ-centered relationship
  - Use of obscene, vulgar, or profane language or gestures
  - Sexual contact or exhibitionism, conversations of a sexual or romantic nature, suggestive remarks or actions, sexual or off-color jokes
  - Deliberate exposure of students to sexual behavior of others (except in the case of prescribed curricula in which sexual themes are contextual)
- 5.3.2 Students are not to encourage TA faculty/staff to deviate from the above behavior guidelines nor attempt to engage in any of the noted behaviors.
- 5.4 Reporting Offenses - Students exposed to possible inappropriate adult behavior tend to delay disclosure by reason of deference to an authority figure, embarrassment, guilt, or fear (retaliation, disbelief, punishment, or blame). It is imperative that suspicion of inappropriate behavior be reported to the Administrator immediately. Students are encouraged to disclose issues to a parent or other trusted adult. Parents are encouraged to report suspect behavior to the Administrator. The Administrator will take immediate investigative action with mitigation appropriate to the determined factual evidence (including legal reporting requirements).

**Faculty Handbook:**

3.2 Sexual Harassment, Abuse, or Child Abuse Policy: Trinity Academy adheres to the following guidelines regarding any event or allegations of sexual harassment, abuse, or child abuse.

The Case:

1. Trinity Academy will maintain a zero tolerance policy for any such abuse. We will not tolerate, excuse, defend, or ignore any identified or possible case of abuse.
2. All the staff members, volunteers, parents and visitors, are hereby requested to help us identify and take care of any problem that exists or appears to exist.
3. All are requested to report to us any suspected or existing case that may have slipped our attention for any reason.
4. We will encourage the victim and the offender to receive necessary professional help, to deal with their pain as well as to avoid the recurrence of the incident.

Staff and Student Relations: In order to facilitate proper, professional relationships and inhibit potential sinful, destructive behaviors between staff and students, the following guidelines are to be understood as representative of the practices and philosophies of Trinity Academy. The administrator, as necessary, may issue more specific guidance in these areas.

- Staff members are to remember that they serve as professional, adult role models before the students (Titus 2:7,8). Relationships between staff members and students are to be friendly and courteous, not familial or intimate.
- Staff members are to be careful that any physical contacts and verbal interchanges with each other and with students avoid even the appearance of impropriety (I Peter 2:12).
- Flirtation, sexual innuendos, casual disrespect toward authority, excessive familiarity, etc., are examples of the kind of unprofessional and inappropriate behavior that will not be tolerated. Necessary and cautionary measures required to limit these kinds of behaviors should be corporately and individually taken.
- If it is necessary for a male staff member to spend time alone with a female student or staff member, it should be arranged that they are easily visible to the public (e.g. an open door, windowed room, etc.).
- Staff members shall not travel alone in a car with one student of the opposite sex.
- On any school-sponsored trips lasting overnight and involving students of both sexes, the spouses of chaperones are encouraged to accompany their spouses.