



# PYTHAGORAS CHILDREN'S ACADEMY

The Greek Orthodox Church of Saint Demetrios  
893 North Church Road • Elmhurst, IL 60126 • 630.834.0477  
[www.pythagoraschildrensacademy.org](http://www.pythagoraschildrensacademy.org)

## Conduct Expectations & Discipline Policy

All employees are expected to maintain a safe and Orthodox Christian learning environment for students. Employees shall demonstrate integrity and honesty; be compassionate, considerate, and cooperative; and maintain professional and appropriate relationships with students, parents, teachers, staff and administrators of the Schools and the Parish, and others. Employees shall provide clear and reasonable expectations, establish positive and affirming relationships with students, and set age-appropriate rules that reflect students' developmental and spiritual needs. Employees shall provide effective and engaging learning opportunities by drawing upon research-based best practices as they strive to help students reach their fullest potential in all subject areas.

### Code of Profession Conduct – Faith's Law

All employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships with students, parents, staff members, and others. In addition, the Code of Ethics for Illinois Educators, adopted by the Illinois State Board of Education, is incorporated into this Code of Professional Conduct. Any employee who sexually harasses a student, willfully or negligently fails to report an instance of suspected child abuse or neglect as required by the Abused and Neglected Child Reporting Act (325 ILCS 5/1 et seq.), engages in grooming as defined by 720 ILCS 5/11-25, engages in grooming behaviors, violates boundaries for appropriate school employee- student conduct, engages in sexual misconduct as defined in 105 ILCS 5/22-85.5, or otherwise violates an employee conduct standard will be subject to discipline up to an including dismissal.

### Standards and Expectations Related to School Employee-Student Conduct

1. All employee conduct must comply with the Code of Ethics for Illinois Educators, adopted by the Illinois State Board of Education, to the extent applicable and consistent with the school's mission and beliefs.
2. Prohibited grooming behaviors and "sexual misconduct" include, but are not limited to, any verbal, nonverbal, written, or electronic or physical activity, by an employee or agent of the school with direct student contact with a student that is directed toward or with a student to establish a romantic or sexual relationship with the student. Such an act includes, but is not limited to:
  - a. A sexual or romantic invitation;
  - b. Dating or soliciting a date;
  - c. Engaging in sexualized or romantic dialogue;
  - d. Making sexually suggestive comments that are directed toward or with a student;
  - e. Self-disclosure or physical exposure of a sexual, romantic, or erotic nature; and

***"My beloved children in Christ, bravely and fearlessly preserve our holy faith and the language of our Fathers, because both of these characterize our most beloved homeland, and without them our nation is destroyed."***

***- St. Kosmas of Aetolia***



# PYTHAGORAS CHILDREN'S ACADEMY

The Greek Orthodox Church of Saint Demetrios  
893 North Church Road • Elmhurst, IL 60126 • 630.834.0477  
[www.pythagoraschildrensacademy.org](http://www.pythagoraschildrensacademy.org)

- f. Sexual, indecent, romantic, or erotic contact with a student.
  3. Employees are expected to maintain professional relationships and appropriate boundaries with students.
    - a. Communications with Students. Employees are strictly prohibited from using any form of communication with students, including but not limited to, emails, letters, notes, text messages, phone calls, social media, and conversations that includes any subject matter that would be deemed unprofessional and inappropriate between an employee and student. Employees may only use a school- provided or supported method to communicate with students.
    - b. Transportation of Students. Employees are not permitted to transport students in their private vehicle.
    - c. Photographs of Students. Employees are prohibited from taking or possessing photos of a student on their personal electronic devices. Student pictures, with parental consent, for school-sponsored activities used in furtherance of the school's educational mission are permitted.
    - d. Contact with Students. Employees are prohibited from meeting or contacting a student outside of their professional role, without parental knowledge. Employees are expected to avoid situations that could result in an actual or perceived inappropriate relationship between the employee and the student.
  4. Employees are mandated reporters and required to comply with all reporting requirements of the Abused and Neglected Child Reporting Act (325 ILCS 5/1 et seq.).
  5. Any employee, student, parent, and/or third party can report prohibited behaviors, including prohibited grooming and sexual misconduct, and/or boundary violations pursuant to the school's grievance or complaint procedure or to any school administrator or staff member to whom the individual feels comfortable reporting.
  6. Employees are required to complete training related to educator ethics, mandated reporting, child abuse, grooming behaviors, and boundary violations as required by law.
- Employees who violate this Code of Professional Conduct or who fail to report a violation may be subject to disciplinary action up to and including dismissal from employment.

***"My beloved children in Christ, bravely and fearlessly preserve our holy faith and the language of our Fathers, because both of these characterize our most beloved homeland, and without them our nation is destroyed."***

***- St. Kosmas of Aetolia***