



ROOSEVELT ACADEMY STAFF CONSTITUTION ON PROFESSIONALISM

1. Introduction

Roosevelt Academy is committed to maintaining a professional, ethical, and safe environment for all employees, students, and stakeholders. This constitution outlines the expectations, responsibilities, and policies that govern all staff members to ensure the highest standards of conduct and integrity within the institution.

2. Core Principles

All employees of Roosevelt Academy are required to uphold the following core principles:

- Professionalism and Integrity
- Respect and Inclusivity
- Commitment to Excellence
- Zero Tolerance for Theft and Misconduct
- Strict Prohibition of Unauthorized Ritualistic or Spiritual Practices

3. Zero Tolerance for Theft

Theft of any kind, including but not limited to school property, student belongings, or colleague possessions, is strictly prohibited. Any employee found guilty of theft will face immediate disciplinary action, which may result in termination and possible legal consequences.

4. Prohibition of Dangerous Spiritual Practices

Roosevelt Academy strictly prohibits any employee from engaging in or promoting spiritual, supernatural, or ritualistic activities on school property. This includes but is not limited to:

- Performing rituals of any kind
- Conducting or participating in superstitious practices
- Engaging in activities that invoke spiritual or supernatural forces

Violation of this policy will be treated as gross misconduct and may lead to immediate disciplinary action, including dismissal.

5. Employee Misconduct Policy Update

To maintain a safe and disciplined work environment, Roosevelt Academy enforces the following misconduct policy:

- Employees must not disrupt the educational process through inappropriate behavior.
- Harassment, discrimination, or bullying of any form will not be tolerated.
- Any form of dishonesty, fraud, or misrepresentation will result in severe disciplinary measures.

6. Unauthorized Removal of Property & Prohibited Activities Policy

Effective immediately, Roosevelt Academy prohibits the removal of any property, including but not limited to soil, objects, materials, and documents, from the premises without prior written approval from management. Employees are also strictly forbidden from engaging in any superstitious or ritualistic activities on school grounds.

7. Disciplinary Actions

Any violation of the policies outlined in this constitution will be considered gross misconduct and will result in:

- A formal disciplinary hearing
- Suspension or termination of employment, depending on the severity of the offense
- Possible legal action if necessary

8. Acknowledgment and Compliance

All employees are required to read, understand, and comply with the policies stated in this constitution. By signing below, you acknowledge receipt, understanding, and willingness to adhere to these policies.

Employee Name: _____ Signature: _____ Date: _____
