



Purpose

The Board of Education promotes mutual respect, civility, and orderly conduct among Board members, district employees, parents, and the public. This policy is not intended to deprive any individual of his/her right to freedom of expression, but only to maintain to the extent possible, and reasonable, a safe, harassment-free environment.

In the interest of presenting Board members and district employees as positive role models to the students as well as to the community, the Board encourages positive communication and discourages volatile, hostile, or aggressive actions. The Board seeks parental and public cooperation with this endeavor.

Standards for Conduct

The Board expects staff, students, parents, and members of the public while at school, on school property, or at a school function to communicate and act in a manner that promotes respect for the dignity and worth of all individuals, regardless of race, religion, color, national origin, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, socio-economic status, or role within the school community. All adults participating in the school community are expected to communicate and act in a manner that consistently provides positive role models for students. The Board will regulate conduct by staff, students, parents, and members of the public while at school, on school property, or at a school function when such conduct is contrary to these fundamental principles.

Specifically, the Board will regulate disruptive conduct by members of the school community that:

1. interferes, disrupts, or undermines the effective operation of the school district;
2. is used to engage in harassing, defamatory, obscene, abusive, discriminatory, threatening, or similarly inappropriate communications;
3. breaches confidentiality obligations of school district employees; or
4. violates the law, Board policies, and/or other school rules and regulation.

Examples of Disruptive Conduct

Examples of disruptive conduct include, but are not limited to:

1. using loud and/or offensive language (for example, swearing or display of temper);
2. invading another person's space by moving close to the individual in an aggressive manner;



3. threatening to do physical harm to a teacher, school administrator, school employee, student, or member of the community;
4. damaging, destroying, or threatening to destroy or damage school property;
5. harassing, defamatory, obscene, abusive, discriminatory, or threatening verbal, written, or electronic communications;
6. any other behavior which disrupts the orderly operation of the school, a school activity, or any other activity sponsored by the district.

Complaint Process

Any employee, student, parent, or member of the public who believes s/he was subject to disruptive conduct should bring such behavior to the attention of the building administrator and/or the Superintendent.

Disciplinary Consequences

Employees found to be in violation of this policy may be subject to disciplinary action. Students found to be in violation of this policy may be subject to disciplinary action in accordance with Board policy.

Parents or other members of the school community found to be in violation of this policy may be directed to leave school property, a school building, or any activity sponsored by the district. Repeat violations may result in a long-term denial of access to school property, school buildings, or activities sponsored by the district.

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