

Lower Merion School District

Policy No.:	006
Section:	LOCAL BOARD PROCEDURES
Title:	CIVILITY
Date Adopted:	7/21/03
Date Last Revised:	
Date Last Reviewed:	12/04/2020

006 CIVILITY

The Lower Merion School District believes that all schools should be places where mutual respect is practiced and reinforced. This Policy is designed to promote an environment in which all members of the school community will be treated with respect and expect the same in return. We refer to this respect as civility.

The District has adopted as part of its strategic plan an objective to identify and model behaviors for the entire school community to become collaborative, respectful, contributing citizens. The District's role is to establish and enhance an atmosphere where people are encouraged and expected to exhibit language, attitudes, and behavior that foster sound educational practices and allow people to grow socially and academically.

The best way to promote civility is to practice it on a daily basis. The Lower Merion School District is committed to civility at work through education, training, and discipline when necessary. The District does not intend this policy to deprive any person of their right to appropriate self-expression. Rather, it seeks to maintain, to the extent possible and reasonable, an environment in which people can feel safe and secure. It is in this spirit that we establish this civility policy for the Lower Merion School District.

The Lower Merion School District expects all administrative, professional and classified staff, all students, parents, board members and other members of the school community to role model civility even in the most difficult of circumstances.

It is the District's position that rude, abusive, or intolerant behavior erodes education and that disrespect shall be addressed when it occurs.

Board members, administrators, supervisors, professional employees and classified employees shall communicate with each other, and with the community, in an atmosphere of professionalism and mutual respect.

The Superintendent shall establish procedures to:

1. address complaints of individuals who believe they have been treated in an unprofessional and disrespectful manner;
2. ensure the inclusion of good citizenship in the District's curriculum;
3. establish and implement programs for peer mediation among staff and students; and

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4. publicize the contents of this policy and the behavioral expectations it sets forth to the school community through:

- a) District publications such as the District Calendar;
- b) the District's cable television access;
- c) the District website;
- d) student handbooks; and
- e) staff handbooks.