

**DARIEN PUBLIC SCHOOLS**  
**Darien, CT**

**Series 1000**  
**Community/Board Operation**

**Policy 1320**

**Civility and Respectful Conduct**

Maintaining an environment that is supportive of learning, free of disruptive conduct, and models appropriate behavior for students is essential to educational success. To further this goal, it is the policy of the Darien Board of Education (the “Board”) to promote civility and respectful conduct among students, Board members, Board employees, and third parties while at school, on school property, at school-sponsored activities, and in connection with the Board’s educational programs and activities. It is also the Board’s policy that harassing, defamatory, obscene, abusive, discriminatory, and/or threatening conduct at school, on school property, at school-sponsored activities, or in connection with the Board’s educational programs and activities is prohibited, whether by students, Board employees, or third parties, and may result in disciplinary action and/or other consequences, as applicable.

For purposes of this policy, “third parties” means any individual present at school, on school property, at school-sponsored activities, and/or acting in connection with the Board’s educational programs or activities, including, but not limited to, parents, guardians, representatives, agents, consultants, and attorneys. The Board’s educational programs and activities include academic, nonacademic, and extracurricular activities, including athletics.

The Superintendent or designee is hereby directed to develop administrative regulations that establish expectations regarding civility and respectful conduct and outline the possible consequences for failure to adhere to such expectations.

The Board will enforce this policy with respect to conduct by Board members, consistent with Board bylaws and applicable law.

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**Administrative Regulations**

**Purpose**

Maintaining an environment that is supportive of learning, free of disruptive conduct, and models appropriate behavior for students is essential to educational success. To further this goal, it is the policy of the Darien Board of Education (the “Board”) to promote civility and respectful conduct among students, Board members, Board employees, and third parties while at school, on school property, at school-sponsored activities, and in connection with the Board’s educational programs and activities. It is also the Board’s policy that harassing, defamatory, obscene, abusive, discriminatory, and/or threatening conduct at school, on school property, at school-sponsored activities, or in connection with the Board’s educational programs and activities is prohibited, whether by students, Board employees, or third parties, and may result in disciplinary action and/or other consequences, as applicable.

For purposes of these administrative regulations, “third parties” means any individual present at school, on school property, at school-sponsored activities, and/or acting in connection with the Board’s educational programs or activities, including, but not limited to, parents, guardians, representatives, agents, consultants, and attorneys. The Board’s educational programs and activities include academic, nonacademic, and extracurricular activities, including athletics.

The intent of these administrative regulations is to help the Board and the administration of the Darien Public Schools (the “Administration”) maintain a civil, respectful environment at school, on school property, at school-sponsored activities, at Board meetings, and in connection with the Board’s educational programs and activities for students, Board members, Board employees, and third parties. These administrative regulations describe the Board’s and the Administration’s expectations regarding civility and respectful conduct and set forth the possible consequences for failure to adhere to such expectations.

**Expectations Regarding Civility and Respectful Conduct**

The Board and the Administration require students, Board members, Board employees, and third parties while at school, on school property, at school-sponsored activities, at Board meetings, and in connection with the Board’s educational programs and activities to act and communicate in a manner that promotes respect for the dignity and worth of all individuals, regardless of race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, gender identity or expression, or veteran status. All adults participating in the school community are expected to communicate and act in a manner that models appropriate conduct for students. The Administration will regulate conduct by students, Board employees, and third parties while at school, on school property, at school-sponsored activities, and in connection

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with the Board's educational programs and activities when such conduct is contrary to these fundamental principles.

Specifically, the Administration will regulate disruptive conduct (including, without limitation, actions and communications) that:

- interfere with, disrupt, and/or undermine the orderly operation of the Board's educational programs or activities;
- are used to engage in harassing, defamatory, obscene, abusive, discriminatory, threatening, and/or similarly inappropriate conduct;
- create a hostile environment;
- breach confidentiality obligations of Board employees; and/or
- violate the law, Board policies, and/or other school rules and regulations.

**Examples of Prohibited Conduct**

Prohibited conduct includes, but is not limited to:

- using loud and/or offensive language (for example, swearing or displaying a temper);
- invading another person's space by moving close to the person in an aggressive or threatening manner;
- threatening to do physical and/or emotional harm to another person;
- damaging, destroying, and/or threatening to damage or destroy school property or property under the Board's control;
- harassing, defamatory, obscene, abusive, discriminatory, or threatening verbal, written, and/or electronic communications; and/or
- any other behavior which disrupts the orderly operation of the Board's educational programs or activities.

**Recourse**

***Students***

Any student who believes they were subject to conduct prohibited under Board Policy #1320 and these administrative regulations may report such conduct to a teacher, guidance counselor, and/or school administrator. The Administration will review any such reports in a timely manner and take appropriate action if the Administration determines that a violation of Board Policy #1320 and these administrative regulations has occurred.

***Board Employees***

Any Board employee who believes they were subject to conduct prohibited under Board Policy #1320 and these administrative regulations may report such conduct to their

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immediate supervisor and/or an appropriate school administrator. The Administration will review any such reports in a timely manner and take appropriate action if the Administration determines that a violation of Board Policy #1320 and these administrative regulations has occurred.

***Third Parties***

Any third party who believes they were subject to conduct prohibited under Board Policy #1320 and these administrative regulations may report such conduct to the Director of Human Resources or the Superintendent of Schools. The Administration will review any such reports in a timely manner and take appropriate action if the Administration determines that a violation of Board Policy #1320 and these administrative regulations has occurred.

**Disciplinary Consequences**

Board employees found to be in violation of Board Policy #1320 and these administrative regulations may be subject to disciplinary action, up to and including termination of employment.

Students found to be in violation of Board Policy #1320 and these administrative regulations may be subject to disciplinary action in accordance with the Board's policy concerning Student Discipline.

Third parties found to be in violation of this policy may be directed to leave school property and/or a school-sponsored activity, and/or may be directed to refrain from communicating with Board employees or others in person and/or via electronic means (e.g., email, text message, telephone) for a specified period of time. Repeat violations may result in a long-term denial of access to school property, school-sponsored activities, and certain modes of communication with Board employees and/or others.

ADOPTED: August 23, 2022