

BY-LAWS OF THE BOARD

Code of Conduct for Board Members

It is the policy of the Coventry Board of Education (the "Board") that a member of the Board will:

1. adhere to all Board policies, rules, and regulations;
2. conduct himself or herself in a fair and impartial manner;
3. refrain from interfering with the implementation of a Board policy decision by the administration;
4. refrain from interfering with the duties of any school district official; and
5. refrain from divulging to anyone any aspect of matters considered and discussed in executive session.

All Board members must conduct themselves in a manner that promotes civility and respect. Board members will maintain a civil, respectful environment for all Board members, teachers, students, administrators, staff, parents, and other members of the school community.

Board members shall 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. Board members are expected to communicate and act in a manner that consistently provides positive role models for students, staff, and the community.

Board members must not engage in disruptive communications and/or actions that:

1. interfere, disrupt, or undermine the effective operation of the school district;
2. are used to engage in harassing, defamatory, obscene, abusive, discriminatory, or threatening or similarly inappropriate communications;
3. create a hostile environment;
4. breach confidentiality obligations; or
5. violate the law, Board policies and/or other school rules and regulation.

Disruptive Communications/Actions include, but are not limited to:

1. Using loud and/or offensive language (for example, swearing or display of anger).
2. Invading another person's space by moving close to the individual in an aggressive manner.
3. Threatening to do physical harm another individual.
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 school district.

Each member of the Board shall act in complete accordance with the provisions and tenor of this policy. Should any member of the Board fail to so act, such failure shall constitute cause for censure, or other such action as deemed appropriate by the Board.

Procedures for Censure or Other Disciplinary Action:

The following procedures shall be used in lieu of any procedures set forth in Robert's Rules of Order with respect to any proposed action to censure or take other disciplinary action regarding a Board member for cause:

- 1) The Board shall review the performance and/or conduct of the Board member in open or executive session (as determined by the Board and the Board member in accordance with the Freedom of Information Act) prior to initiating any action to censure or take other disciplinary action regarding a Board member for cause.
- 2) If the Board determines as a result of such discussion or that censure or other disciplinary action concerning a Board member may be appropriate, the Board shall provide the Board member with:
 - a. reasonable written notice of the Board's intent to consider censure or other disciplinary action, including the factual basis for the claimed "cause" for the censure or disciplinary action against the member, with such notice to be provided after being authorized by majority vote of those Board members present and voting; and
 - b. an informal opportunity to be heard by the Board regarding such possible censure or other disciplinary action, at which the Board member shall have the right to be represented by counsel at the Board member's own expense and to present relevant evidence to the Board. The informal opportunity to be heard shall take place in open or executive session (as determined by the Board and the Board member in accordance with the Freedom of Information Act) at a regular or special meeting of the Board.
- 3) Any action to censure or take other disciplinary action regarding a Board member for cause following such informal hearing shall require an affirmative vote by a majority of all members of the Board.

Legal References: Connecticut General Statutes - Duties of boards of education.

ADOPTED: 01/28/16

REVISED: March 9, 2023