
Civility

In the interest of providing positive role models to the children of this district, as well as the community, Chimacum School District #49 encourages positive communication and discourages volatile, hostile, or aggressive speech and/or actions. The district seeks the public's cooperation in this endeavor. To implement Policy 4201, the superintendent has developed the following procedures:

1. Any individual who disrupts or threatens to disrupt school/office operations, including board meetings; threatens the health and safety of students, volunteers, staff, or board members; willfully causes property damage; uses loud and/or offensive language which could provoke a violent reaction; or who has otherwise established a continued pattern of unauthorized entry on school property, will be directed to leave school or school district property promptly by the superintendent, board chair (board meetings) or designee.

2. If any individual uses obscenities or speaks in a demanding, loud, insulting and/or demeaning manner, the administrator or employee, or board member to whom the remarks are directed will calmly and politely admonish the speaker to communicate civilly. If corrective action is not taken by the abusing party, the district employee will verbally notify the abusing party that the meeting, conference, or telephone conversation is terminated and if the meeting or conference is on district premises, the offending person will be directed to leave promptly.

3. When an individual is directed to leave school district property pursuant to circumstances referenced above and refuses to leave, the school administrator or designee may notify law enforcement officials. Restraining or No Trespass orders may be sought by the district when warranted.

4. When it is determined that an individual is in the process of violating the provisions of this policy, an effort should be made by staff to provide a written copy of this policy and procedure at the time of the occurrence. The employee will notify his/her supervisor of the incident.

5. At the discretion of the Board Chair, the Board will draft procedures for dealing with uncivil behavior at Board meetings. This may include actions up to and including adjourning meetings, evacuating, providing board member escorts, and calling law enforcement.

5. The district welcomes any questions, comments or concerns that are presented in a professional manner.

6. The district encourages those who have a concern to follow district protocol for processing concerns:

Step 1: Discuss the issue with the teacher or guidance counselor at school, or the appropriate person in a department or program.

If not resolved,

Step 2: Discuss the issue with the principal or supervisor. If it is a school-wide concern, this becomes Step 1.

If not resolved,
Step 3: Contact the appropriate Director's office.

If not resolved,
Step 4: Contact the Superintendent's Office.

CHIMACUM SCHOOL DISTRICT

Adoption Date: March 2022

Revised Dates: