

**Board of Trustees
Douglas County School District**

COMMUNITY

CIVILITY

Douglas County School District employees shall treat parents and other members of the public with respect and expect the same in return. It is the intent of the District to keep schools, administrative offices and other school properties free from disruptions and prevent unauthorized persons from entering school district premises.

Accordingly, this policy promotes mutual respect, civility and orderly conduct among District employees, parents and the public. This policy does not intend to deprive any person of his or her right to freedom of expression. Rather, the District seeks to maintain, to the extent possible and reasonable, a safe, harassment-free workplace for students and staff. In the interest of presenting educators and other employees as positive role models, the District encourages positive communication and discourages volatile, hostile, profane, or aggressive actions and language. DCSD seeks public cooperation and support of such civility on school premises.

State laws, specifically NRS 392.910 and NRS 392.915 make it clear that it is unlawful for a person to violate the peace of any public school by using vile or indecent language, to threaten or assault any student or employee on any school property or premises, or to purposely interfere with those peaceably assembled for school district purposes.

Therefore, the following actions are supported by the Douglas County School Board:

1. Disruptive individual(s) must leave school grounds: Any individual who disrupts or threatens to disrupt school operations, threatens the health and safety of students or staff, willfully causes property damage, uses loud and/or offensive language, verbally, electronically, or in written form, that could provoke a violent reaction, or who has otherwise established a continued pattern of unauthorized entry on District premises will be directed by the school's principal or other responsible employee to immediately leave the school premises or other District property. Failure to comply with a reasonable request to leave District property may result in notification of law enforcement.

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2. Directions to staff in dealing with abusive individuals: If any member of the public uses obscenities or speaks in a threatening, loud, insulting or degrading manner, the principal or other responsible District employee to whom the remarks are directed will calmly and politely warn the speaker to communicate civilly. If the abusive individual does not stop the behavior, the District employee will verbally notify the abusing individual that the meeting, conference, or telephone conversation is terminated; and, if the meeting or conference is on any District premises, the employee shall direct the abusive individual to leave immediately. If the individual refuses to cease the harassment, leave after being warned, or comes back on school property, law enforcement shall be called and charges shall be filed in accordance with NRS 392.910 and NRS 392.915.
3. Provide policy and report incident: When a staff member determines that a member of the public is in the process of violating the provisions of this policy, the staff member, if possible, should provide a written copy of this policy at the time of occurrence. The staff member shall then immediately notify his or her supervisor and provide a written report of the incident.
4. Repeated uncivil behavior: Any person who repeatedly behaves in a manner that is inconsistent with the expectations of this policy or Nevada law will be provided with a letter detailing the violation of the policy and the related actions the District will be taking to address the undesired behavior and may include: requiring prior notice before visiting District properties, escorts while on District property, revocation of the right to enter District properties; and, in the cases of employee repeated violations of this policy may result in disciplinary action.

Reference: NRS 392.910, NRS 392.915

Adopted: 11/15/16