



HERRON HIGH SCHOOL • HERRON-RIVERSIDE HIGH SCHOOL • HERRON PREPARATORY ACADEMY

Herron Classical School Civility Policy

Herron Classical Schools is a community of scholars that advances timeless ideas and content, builds a culture of respect and trust, and engages in an urban environment in order to prepare students to be world-class citizens.

In accordance with Herron Classical Schools Core Values, our mission statement emphasizes creating a culture of respect and trust which is essential to maintaining an inclusive, learner-centered culture supported by strong relationships among students, staff, parents and members of the school community.

While acceptable student conduct is covered in HCA behavioral policies, in order to fully accomplish this mission, it is essential that adults engaging with the school community understand and abide by the expectations for adult interactions with staff and community members.

Adult Civil Conduct

Herron Classical Schools' overarching goal is to promote learning and working environments that are safe, productive, and conducive to the reasonable exchange of ideas. Respect and courtesy in language and actions, active listening, and respect for differences of perspectives are expected among students, staff, parents, and community members.

Uncivil conduct will not be condoned on school grounds, at school-sponsored events, at meetings of the Board of Directors, or in electronic communications. This is not intended to stifle the expression of differing viewpoints, but to promote problem-solving and the respectful communication of differing viewpoints.

Behaviors that are considered uncivil include using profanity or obscenities, making threatening or intimidating statements or gestures, whether in person, by phone, or electronically, raising one's voice, rude, insulting or demeaning language, invading or remaining in one's personal space after having been asked to move away, repeatedly interrupting an individual, physically blocking someone's exit from a room or area, and refusing to comply with a reasonable request to leave. Speech that incites violence or is criminal is always unacceptable.

Procedure for Handling Uncivil Behavior

Incidents of uncivil behavior from a parent/guardian or individual to a staff/board member may be addressed in a number of ways, including but not limited to: the staff member reminding the adult to remain civil and requesting courteousness, removing themselves from a situation in which someone is acting uncivilly, and/or notifying the Head of School. The Head of School may determine that the adult is only permitted to communicate with one administrator. If the adult's conduct continues to be uncivil, the school reserves the right to issue no trespass notices. In addition, a protection order may be appropriate depending on the severity of the circumstances and the likelihood of recurrence. If a school employee has received a threat or is the victim of intimidation, battery or harassment, that information must be reported to law enforcement as required by Ind. Code § 20-33-9-10.