

Title: Human Relations and Interpersonal Responsibilities

It is the responsibility of the District and employees of the schools to provide students with instruction and opportunity for the development of those skills, habits, attitudes and character traits essential in our society. Employees must be effective models in their interactions with other adults and students. All persons employed by, or acting on behalf of, Council Bluffs Community Schools are expected to recognize and support the following:

1. Demonstrate at all times a respect for others regardless of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs).
2. Language or action of any kind which is disparaging or demeaning to others will not be tolerated. This includes, but is not limited to, racial, ethnic, religious or sexist epithets and language or action which demeans or disparages the individual in his or her person, appearance, ability or other personal attribute.
3. Exhibit reasonable, professional judgment, respect and sensitivity toward others and to adhere to all District policies and local, state and federal laws.
4. Use instructional and behavior management techniques which demonstrate respect for the individual.

Licensed staff members will also adhere at all times to the standards for professional behavior as defined in the Code of Professional Conduct and Ethics in the Iowa Administrative Code.

Paraeducators certified by the State of Iowa will adhere to the standards and criteria for professional practice as defined by the State of Iowa under chapter 282 of the Iowa Administrative Code.

Cross References:

102, 102.1, 403, 402.1, 405, 405.1, 406,
EEO Non-Discrimination Language
Documentation Chart, 432

Legal References:

282 Iowa Administrative Code Chapter 25,
413, 511, 513 Iowa Code Sections 216.6, .9;
279.8; 280.14

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