

POLICY

1016

CIVILITY

Purpose

The Milford School District Board of Education believes that a safe, civil environment is essential to high achievement for staff and students. District administration and staff are held to high expectations with regard to the respectful treatment of parents/guardians and other members of the public and expect the same consideration in return. The District is committed to maintaining a positive environment for students, staff, and community members and will work tirelessly to limit any abusive conduct that may occur toward any staff member/administrator by the school community.

Definitions

School Community: The various individuals, groups, businesses, visitors, and institutions that are invested in the welfare and vitality of the Milford School District and the community it serves. For the purpose of this policy the school community does not include students or employees of the Milford School District. This policy is separate from policies governing staff and student expectations of conduct.

Abusive Conduct: Any conduct, speech, or action which:

- a. Involves the use of obscene, discriminatory, and/or otherwise patently offensive language which disrupts or threatens to disrupt school/office operations, or
- b. Is harassing, demeaning, or threatening, or
- c. Amounts to unauthorized or prohibited entry onto District property, or the failure to leave District property when directed to do so, or
- d. Equates to the crime of Disorderly Conduct as provided in 11 Del. C. §1301.

Abusive Conduct in Schools

If any member of the school community engages in abusive conduct towards any District employee while on district property, on a school bus, or at a school bus stop, at a district sponsored event or utilizing a district electronic messaging system, the employee may:

- a. Request that the person cease engaging in the abusive conduct; and/or
- b. Notify the Building Principal, Assistant Principal, Supervisor and/or District Office Administrator that the abusive conduct is occurring. If so notified, the Building Principal, Assistant Principal, Supervisor and/or District Office Administrator shall assess and determine if the behavior is abusive and may:
 - a. Make contact with the person engaging in abusive conduct and attempt to de-escalate the situation, and
 - b. Request the person engaging in abusive conduct to leave district property or the district event,
 - c. Initiate the issuance of a Cease-and-Desist-Letter or Letter of Trespass; and/or
 - d. Contact law enforcement

The district may report to law enforcement any member of the school community who engages in abusive conduct via any media or in person.

Nothing herein shall prevent any employee from directly contacting law enforcement to report abusive conduct or other safety concerns.

Remedy for Abusive Conduct

Should any individual perpetrate abusive conduct towards any District employee, the District may consider options to limit and/or monitor interaction and/or communications including, but not limited to: Directing any necessary communications between the involved individuals be channeled through a Building Principal, Assistant Principal, Supervisor, limiting access to facilities to certain areas, requiring appointments before appearing on campus, and/or District Level Administrator, and/or the removal of the individual in question from District property and/or from the activity. Parental rights will be accommodated when deciding remedy for abusive conduct.

Documentation

A copy of this policy is available on the District website and in all administrative offices. The employee will immediately notify their supervisor and provide a written report of the incident.

ADOPTED: 3/18/24