



CIVILITY

The district believes that a safe and civil environment is essential and therefore is committed to providing high quality and nurturing work and learning environments where all individuals are treated with respect and civility; conversely, uncivil conduct interferes with the productivity of the workplace and negatively impacts the learning environment for students.

The basic purpose of this policy is three-fold:

1. To promote a work and learning environment that is safe, productive and beneficial for all staff and students, and to encourage the free flow of ideas without fear or intimidation;
2. To provide our students with appropriate models for respectful problem-solving; and
3. To reduce the potential triggers for violent conduct, such as fear, anger, frustration, and alienation-especially by making problem-solving procedures and alternatives to violence readily accessible to both youth and adults who need them.

“Uncivil Conduct” may include but is not limited to the following: Disruptive behavior intended to disturb, interfere with or prevent normal work activities such as screaming, using profanity, or verbally abusing others; Directing vulgar, obscene or profane behavior, gestures or words at another individual, taunting, jeering, inciting others to taunt or jeer at an individual; raising one’s voice at another individual, repeatedly or in a substantially disruptive manner, interrupting another individual who is speaking at an appropriate time and place; imposing personal demands at times or in settings where they conflict with assigned duties and cannot reasonably be met; using personal epithets, gesturing in a manner that puts another in fear for his/her personal safety, invading the personal space of an individual after being directed to move away, physically blocking an individual’s exit from a room or location, remaining in a classroom or school area after a teacher or administrator in authority has directed one to leave, violating the privacy of another individual’s belongings (except for lawful searches by school officials conducted in connection with the administration of school rules and applicable laws), or other similar disruptive conduct.

“Uncivil conduct” does not include the expression of controversial or differing viewpoints that may be offensive to some persons, so long as (1) the ideas are presented in a respectful manner and at a time and place that are appropriate, and (2) such expression does not materially disrupt, and may not be reasonably anticipated to disrupt, the educational process.

Individuals who have demonstrated uncivil conduct shall be subject to the appropriate administrative action in accordance with school district policy/procedures, law, student rights and responsibilities, and/or any applicable collective bargaining agreements.

No retaliation will be tolerated against individuals for working in good faith under this policy and its related procedures to resolve concerns.

If any part of this policy or its related procedures is found to be unlawful or unenforceable by a court of competent jurisdiction, the remaining provisions shall remain in full force and effect to the full extent permitted by law. All violent incidents shall be reported and investigated, whether or not a physical injury has occurred. The district will not retaliate against employees making good faith reports and/or allegations under this policy.

Copies of this policy and support materials are readily available to all employees. The superintendent or designee is directed to adopt procedures to implement this policy.

Cross Reference:	5281	Disciplinary Action and Discharge
	4314	Notification of Threats of Violence or Harm
	3207	Prohibition of Harassment, Intimidation and Bullying
	3240	Student Conduct Expectations & Reasonable Sanctions

Adopted: March 9, 2020