

CODE OF CONDUCT

LEARN expects all employees to recognize that they are being continuously observed by students while on duty or attending school functions, and that their actions and demeanor will influence and be reflected in the conduct of the students. Accordingly, it is expected that employees will strive to set the kind of example that will serve students well in adopting their own conduct and behavior, and which will be conducive to an appropriate school atmosphere.

All employees have the responsibility to become familiar with, and abide by, local, state, and federal laws that impact their work, as well as all LEARN policies and regulations. All employees are expected to faithfully carry out their assigned duties in accordance with such laws and policies and regulations.

LEARN supports and encourages positive relationships between employees, but does not encourage relationships of a romantic nature. Such relationships may have an adverse effect on the workplace environment. This is especially true in relationships between a supervisor and a subordinate, which may also create a conflict that must be disclosed in accordance with policy and regulation 4158/4258. Employees who pursue a relationship with a co-worker or subordinate must be vigilant to ensure that their actions are not unwelcome and that the relationship is consensual; and does not interfere with work, create an uncomfortable work environment for others, or affect the ability of those involved to perform their duties.

The relationship between staff and students and between staff should be one of cooperation, understanding and mutual respect. Staff have the responsibility to provide an atmosphere conducive to learning and to motivate each student to perform to their capacity. Staff members are expected to regard each student and each other as individuals and to accord each rights and respect accordingly. Insults, disparaging names, or sarcasm shall not be used as a way of forcing compliance with a staff member's requirements or expectations.

Students and staff members should interact with each other in a warm, open, and positive fashion. However, a professional distance must be maintained at all times, in order to preserve the atmosphere necessary to succeed in the educational mission of the school. LEARN prohibits all forms of sexual remarks or conduct between staff and students.

Policy adopted: June 8, 2023
LEARN