

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Policy Committee of the
Trumbull Board of Education
Special Meeting
Long Hill Administration Building

Tuesday, October 15, 2024-- 5:30p.m.

Agenda

- I. Call to Order/Introduction
- II. Correspondence/Public Comment
- III. Approval of Minutes 5/13/2024
- IV. New Business
 - a. Student Representative Introductions
 - b. Policy 1316/Public Conduct at School-Sponsored Activities: Update to School/Community Relations
 - c. Appointed Member Thank You
 - d. Discussion of Dates and Times for 2024 Meetings

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

Policy Committee of the
Trumbull Board of Education
Regular Meeting

Monday, May 13, 2024—6:00p.m.

Minutes

- I. The meeting was called to order at 6:10pm.

Members Present

T. Gallo, Chair of Policy
A. Squicciarro, BOE Member
M. Petitti, BOE Member
T. Chaudhary, parent representative
T. Gray, parent representative
P. Coppola, TAA representative
Mike Ward, community representative

Members Absent

K. Totten, student representative
N. Konstantinidis, student representative
C. Turrieta, parent representative
N. Banks, TEA representative
B. O'Connor II, community representative

- II. Correspondence/Public Comment- No public comment has been received.
- III. Approval/Minutes –1/23/2024 Mr. Gallo made a motion to approve the minutes of the 1/23/2024. Mrs. Squicciarro seconded. The motion passed unanimously.
- IV. New Business
- A. Policy 3542.43/Food Charging- Director of Food Services, Chris Molyneux shared that the practices in our cafeterias have already been updated so that children cannot be shamed for not having enough money to purchase lunches. The changes to the policy are needed to match our practices, but more importantly, to be aligned with the current law. Mr. Gallo asked about the word “shaming” and if the changes are about the food or the student’s economic status. The committee also discussed reasons why students might not have the money in their lunch account and the suggested changes make sense. Mr. Gallo motioned to bring the changes to Policy 3542.43/Food Charging at the next Board meeting. Mrs. Petitti seconded. Mr. Molyneux expressed one more change regarding the lunch amount should read zero dollars. This edit was made and Mr. Gallo amended the original motioned to bring the changes to Policy 3542.43/Food Charging with the additional change suggested by Mr. Molyneux to the next Board meeting. Mrs. Petitti seconded. The motion passed unanimously.

- B. Policies Regarding Bullying-Update & Next Steps. The Director of Pupil Services, Dean Catalano, and Dr. Iwanicki shared the updates needed to the Bullying and School Climate policies in the legislation. It was highlighted that forms are supposed to be shared by the state that districts must use and these forms have not been published to date. The district also has a CAGE sample policy, but as we are waiting for the state updated forms and transitioning the district to the new terms and requirements, the Policy Committee will wait to have all information prior to make a full revision to our current policy. Policy Chair Mr. Gallo suggested to table the topic until we have all information from the state.
- C. Summer Availability. The committee had a short discussion about summer availability. There were many conflicts with the summer dates. If the committee has as an urgent policy need, members will be contacted to hold a “special meeting” as needed. Our next published meeting is September 17, 2024.

The meeting was adjourned at 7:14pm.

1316/Public Conduct at School-Sponsored Activities

TRUMBULL PUBLIC SCHOOLS
BOARD OF EDUCATION
POLICY MANUAL

SECTION: **1000**
CATEGORY: **Community Relations**
POLICY CODE: **1316/Public Conduct at
School-Sponsored Activities**

PUBLIC CONDUCT AT SCHOOL-SPONSORED ACTIVITIES

Policy Statement

Spectators are permitted and encouraged to attend school-sponsored activities, including sporting events, as guests of the District, and accordingly, as a condition of such permission, they must comply with the District's policies. Spectators, just like the student participants, are expected to display mature behavior and sportsmanship. Failure of spectators to do so is disruptive and embarrassing to students, the school district, and the entire community. At school-sponsored activities, it is the policy of the Trumbull Board of Education that spectators not be allowed to interfere with the participation of students, the enjoyment of other spectators, and/or the performance of employees and/or supervising officials.

Good sportsmanship is viewed as a commitment to fair play, ethical behavior, and integrity. In perception and practice, sportsmanship is defined as those qualities that are characterized by generosity and genuine concern for others. The ideals of sportsmanship are critical and apply equally to all. All individuals, regardless of their role, are expected to be aware of their influence on the behavior of others and to model good sportsmanship. Any spectator using or shouting inappropriate or abusive language will be removed from the activity and may be charged with disorderly conduct. The school will cooperate with law enforcement personnel to ensure spectator, participant, and employee safety and enjoyment.

Adopted: 9/3/2002
Revised: 8/1/2006, 7/16/2013,
6/16/2020

References

- Connecticut General Statutes § 19a-342
- Trumbull Board of Education Policy Code 4118.231: Staff Use and Possession of Smoking Products, Tobacco Products, Drugs, and Alcohol
- Trumbull Board of Education Policy Code 5131: Student Standard of Conduct
- Trumbull Board of Education Policy Code 5131.6: Student Use and Possession of Smoking Products, Tobacco Products, Drugs, and Alcohol

Regulations

I. Standards of Appropriate Conduct

To protect the rights of students to participate in school-sponsored activities without fear of interference and to allow sponsors and officials of such activities to perform without interference, the following provisions shall be in effect:

1. Abusive verbal or physical conduct of spectators directed at participants, officials, or staff involved in such activities will not be tolerated.
2. Verbal or physical conduct of spectators that interferes with the performance of students, officials, or staff involved in such activities will not be tolerated.
3. The use of all smoking products, tobacco products, drugs, and alcohol is prohibited at all times in all school facilities, in all school buildings, on all school property, both inside and outside, and on all buses or other transportation vehicles under the jurisdiction of the Board of Education. The use and/or possession of all firearms is prohibited at all times in all school facilities, in all school buildings, on all school property, both inside and outside, and on all buses or other transportation vehicles under the jurisdiction of the Board of Education.

II. Notification of Standards of Appropriate Conduct

The following guidelines may be used to notify the public of the level of conduct expected of them:

1. Staff may make an announcement at the beginning of an activity letting those present know the conduct expectations and that a violation could warrant removal from the activity.
2. Staff may post signs at the entrance to the facility where the activity is taking place stating that individuals whose conduct violates Board policy may be removed from the activity.
3. Lack of an announcement or signage shall not constitute a waiver of Board regulations.

III. Guidelines for Removal for Inappropriate Conduct

1. If a spectator at a school-sponsored activity engages in inappropriate conduct, including, but not limited to, becoming physically abusive or verbally abusive, using vulgar, obscene, or demeaning language, in any way impeding the performance of an activity, and/or using smoking products, tobacco products, drugs, alcohol, and/or firearms, the spectator will be asked to leave the event by a school official and/or by the police.

1316/Public Conduct at School-Sponsored Activities

2. For all other conduct, the offending individual will typically first be given a warning to allow him/her to correct the misconduct. Upon continued misconduct, either at the same or at a future event, a school official will ask the individual to leave the event.
3. Following any removal, a school official will follow up with a letter to the individual, if known, or to an official at the school the individual attends, if known. A number of issues should be addressed in the letter, including: conduct expectations of spectators; the individual's current banishment from future activities; and a timeframe as to if/when/how the individual will be allowed to return as a spectator.

A sample policy to consider.

Community Relations

Relations between Public and School Personnel

Conduct on School Property (Civility)

The Board of Education (Board) expects mutual respect, civility and orderly conduct among all individuals on school property or at school events. District staff will treat parents and other members of the public with respect and expect the same in return. The Board is committed to maintaining orderly educational and administrative processes in keeping schools and administrative offices free from disruptions and preventing unauthorized persons from entering school/district grounds.

This policy promotes mutual respect, civility and orderly conduct among Board members, District employees, parents and the public. It is not intended to deprive any individual of his/her right to freedom of expression, but only to maintain to the extent possible and reasonable, a safe, harassment-free environment for students and staff. Volatile, hostile or aggressive actions and words cannot be tolerated, and individuals who engage in these activities may face legal penalties.

In the interest of presenting Board members and District employees as positive role models to the students as well as to the community, the Board encourages positive communication and discourages volatile, hostile or aggressive actions. The Board seeks public cooperation with this endeavor.

Based upon the above, the Board expects that no person on school property or at a school event shall:

1. Injure, threaten, harass or intimidate a staff member, Board member or any other person;
2. Curse and use obscenities;
3. Disrupt or threaten to disrupt school or office operations;
4. Damage or threaten to damage another's property;
5. Damage or deface District property;
6. Violate any Connecticut law or town/city ordinance;
7. Smoke or otherwise use tobacco products;
8. Consume, possess, distribute, or be under the influence of alcoholic beverages or illegal drugs, or possess dangerous instruments or weapons;
9. Impede, delay, or otherwise interfere with the orderly conduct of the District's educational program or any other activity occurring on school property;

Community Relations

Relations Between Public and School Personnel

Conduct on School Property (Civility) (continued)

10. Enter upon any portion of the school premises at any time for purposes other than those which are lawful and authorized by the Board;
11. Operate a motor vehicle in a risky manner or in violation of an authorized District employee's directive; or
12. Violate other District policies or regulations or an authorized District employee's directive.

Alternate language to consider:

Standards

- A. Expected behaviors include but are not limited to:
 1. Respect and courtesy in language, demeanor, and actions
 2. Moderate tone and volume of voice
 3. Active and respectful listening
 4. Respectful acknowledgement of cultural differences
 5. Respect for the personal, civil, and property rights of others
 6. Appropriate and courteous use of telephone, public address systems, electronic devices and any other verbal communication device
 7. Appropriate and courteous written communication, including notes, letters, email and text messages
- B. Unacceptable behaviors include but are not limited to:
 1. Rude, insulting or demeaning language and/or actions
 2. Persistently unreasonable demands
 3. Intrusive and/or interruptive behavior
 4. Displays of temper
 5. Harassment and intimidation
 6. Threatening and/or abusive gestures and behavior
- C. Incidents of uncivil behavior should be resolved cooperatively with the individual(s) most directly involved.

Community Relations

Relations Between Public and School Personnel

Conduct on School Property (Civility) (continued)

Optional Language:

Any individual who disrupts or threatens to disrupt normal school or office operations; threatens the health and safety of students or staff; willfully causes property damage; uses loud or offensive language which could provoke a violent reaction; or who has otherwise established a continued pattern of unauthorized entry on District property, will be directed to leave the premises by a member of the administrative staff or his/her designee.

If any member of the public uses obscenities or speaks in a demanding, loud, insulting and/or demeaning manner, the staff member to whom the remarks are directed will calmly and politely admonish the speaker to communicate civilly. If the abusing party does not take corrective action, the District employee will terminate the meeting or conversation.

(cf. 1110.1 - Parent Involvement)

(cf. 1120 - Public Participation at Board of Education Meetings)

(cf. 1250 - Visits to Schools)

(cf. 1251 - Loitering or Causing Disturbances)

(cf. 1310 - Relations Between the Public and School Personnel)

(cf. 1312 - Public Complaints)

(cf. 1330 - Use of School Facilities)

(cf. 5131.911 - Bullying)

(cf. 4118.15/4218.15 - Workplace Bullying)

(cf. 1700 - Otherwise Lawful Possession of Firearms on School Property)

(cf. 6145.71 - Use of Alcohol by Adults)

Legal Reference: Connecticut General Statutes

1-225 Meetings of the government agents to be public.

1-232 Conduct of the meeting.

10-221 Boards of education to prescribe rule(s), policies, and procedures.

10-238 Petition for hearing by board of education.

10-239 Use of school facilities for other purposes.

53a-185 Loitering in or about school grounds: Class C misdemeanor.

Policy adopted:

cps 1/01

rev 1/12

Another version of this policy to consider.

Community Relations

Relations Between Public and School Personnel

Conduct on School Property (Civility)

Members of _____ School District staff will treat parents and other members of the public with respect and expect the same in return. The District is committed to maintaining orderly educational and administrative processes in keeping schools and administrative offices free from disruptions and preventing unauthorized persons from entering school/district grounds.

This policy promotes mutual respect, civility and orderly conduct among District employees, parents and the public. This policy is not intended to deprive any person of his/her right to freedom of expression, but only to maintain, to the extent possible and reasonable, a safe, harassment-free workplace for our students and staff. In the interest of presenting District employees as positive role models to the children of this District, as well as the community, the _____ School District encourages positive communication and discourages volatile, hostile or aggressive actions. The District seeks public cooperation with this endeavor.

Disruptions

1. Any individual who disrupts or threatens to disrupt school/office operations, threatens the health and safety of students or staff, willfully causes property damage; uses loud and/or offensive language which could provoke a violent reaction; or who has otherwise established a continued pattern of unauthorized entry on District property, will be directed to leave the school or District property promptly by the Superintendent, Principal or designee.
2. If any member of the public uses obscenities or communicates in verbal or written language in a demanding, loud, insulting and/or demeaning manner, the administrator or employee to whom the remarks are directed will calmly and politely admonish the speaker to communicate civilly. If corrective action is not taken by the abusing party, the District employee will verbally notify the abusing party that his/her participation in the meeting, conference or telephone conversation is terminated and, if the meeting or conference is on District premises, the offending person will be directed to leave promptly.
3. Disruptions on the part of a staff member or behavior that would be considered insulting or demeaning toward others by a staff member would be treated as described above. Appropriate disciplinary action is to be taken in accordance with applicable Board of Education policies and the current collective bargaining unit agreement.
4. When an individual is directed to leave under circumstances outlined in paragraphs 1 or 2, the Superintendent, Principal or designee shall inform the person that he/she may be guilty of a misdemeanor in accordance with Connecticut General Statutes.

Community Relations

Relations Between Public and School Personnel

Conduct on School Property (Civility)

Safety and Security

The Superintendent or designee will ensure that a safety and/or crisis intervention techniques program is provided in order to raise awareness on how to deal with these situations if and when they occur.

When violence is directed against an employee, or theft against property, employees shall promptly report the occurrence to their Principal or supervisor and file a written report.

An employee whose person or property is injured or damaged by willful misconduct of a student may ask the District to pursue legal action against the student or the student's parent/guardian.

Documentation

When it is determined by staff that a member of the public is in the process of violating the provisions of this policy, an effort should be made by staff to provide a written copy of this policy at the time of occurrence.

Following any violation of the provisions of this policy, the employee will immediately notify his/her supervisor and provide a written report of the incident.

(cf. 1110.1 - Parent Involvement)

(cf. 1120 - Public Participation at Board of Education Meetings)

(cf. 1250 - Visits to Schools)

(cf. 1251 - Loitering or Causing Disturbances)

(cf. 1310 - Relations Between the Public and School Personnel)

(cf. 1312 - Public Complaints)

(cf. 1330 - Use of School Facilities)

(cf. 1700 - Otherwise Lawful Possession of Firearms on School Property)

(cf. 4118.15/4218.15 - Workplace Bullying)

(cf. 5131.911 - Bullying)

(cf. 6145.71 - Use of Alcohol by Adults)

Community Relations

Relations Between Public and School Personnel

Conduct on School Property (Civility)

Legal Reference: Connecticut General Statutes

1-225 Meetings of the government agents to be public.

1-232 Conduct of the meeting.

10-221 Boards of education to prescribe rule(s), policies, and procedures.

10-238 Petition for hearing by board of education.

10-239 Use of school facilities for other purposes.

53a-185 Loitering in or about school grounds: Class C misdemeanor.

Policy adopted:

cps 1/12

Another version of this policy to consider.

Community Relations

Relations between Public and School Personnel

Conduct on School Property (Civility)

I. Policy Statement

The _____ Board of Education (Board) values diversity and commonality and is committed to a culture that fosters free and open communication. The Board believes that an environment of mutual respect and civil conduct between and among students, school system employees, parents, volunteers, and the general public is critical to the achievement of students and staff. The Board is committed to maintaining a culture that recognizes the worth and dignity of the individual in support of academic achievement and social development.

II. Purpose

The purpose of this policy is to set clear expectations for civil behavior that support a safe, welcoming, and nurturing environment on school property and at school-related activities.

III. Definitions

- A. **Civility:** Mutual respect and consideration reflected in language, attitudes, and behaviors.
- B. **Harassment and Intimidation:** Conduct, including verbal conduct, that creates a hostile environment by substantially interfering with an individual's educational benefits, opportunities, or performance, or with an individual's physical or psychological well-being, and is motivated by an actual or a perceived personal characteristic such as race, national origin, marital status, sex, sexual orientation, gender identity or expression, religion or disability, or is threatening or seriously intimidating.
- C. **School Property:** Any property owned or leased by the _____ Public School System. The concept of property shall extend to school activities such as field trips, use of parks and recreation facilities, proms at hotels, etc. This means that when a facility is scheduled for student use, it will be considered an extension of school property.
- D. **School-related Activity:** On or off premises activity in which a student directly participates (e.g. field trip, school system-sponsored athletic event, or class/graduation activity), or in which the student does not directly participate, but represents the school or student body simply by being there (e.g. spectator at a school system-sponsored event).

Community Relations

Relations between Public and School Personnel

Conduct on School Property (Civility) (continued)

IV. Standards

- A. Expected behaviors include but are not limited to:
 - 1. Respect and courtesy in language, demeanor, and actions
 - 2. Moderate tone and volume of voice
 - 3. Active and respectful listening
 - 4. Respectful acknowledgment of cultural differences
 - 5. Respect for the personal, civil, and property rights of others
 - 6. Appropriate and courteous use of telephone, public address systems, two-way radios, and any other verbal communication device
 - 7. Appropriate and courteous written communication, including notes, letters, email, and text messages
- B. Unacceptable behaviors include but are not limited to:
 - 1. Rude, insulting, or demeaning language and/or actions
 - 2. Persistently unreasonable demands
 - 3. Intrusive and/or interruptive behavior
 - 4. Displays of temper
 - 5. Harassment and intimidation
 - 6. Threatening and/or abusive gestures and behavior.
- C. Incidents of uncivil behavior should be resolved cooperatively with the individual most directly involved.

V. Compliance

- A. Each individual is responsible for behaving in a civil manner and for cooperating in resolving incidents of uncivil behavior.
- B. The Superintendent/designee is responsible for determining whether an incident occurring on school property violates an existing board policy and for responding appropriately.
- C. The Superintendent/designee will provide for annual notification of this policy to students, staff, parents, and community members.

Community Relations

Relations between Public and School Personnel

Conduct on School Property (Civility) (continued)

VI. Delegation of Authority

The Superintendent is authorized to develop appropriate procedures for the implementation of this policy.

(cf. 1110.1 - Parent Involvement)

(cf. 1120 - Public Participation at Board of Education Meetings)

(cf. 1250 - Visits to Schools)

(cf. 1251 - Loitering or Causing Disturbances)

(cf. 1310 - Relations between the Public and School Personnel)

(cf. 1312 - Public Complaints)

(cf. 1330 - Use of School Facilities)

(cf. 1700 - Otherwise Lawful Possession of Firearms on School Property)

(cf. 4118.15/4218.15 - Workplace Bullying)

(cf. 5131.911 - Bullying)

(cf. 6145.71 - Use of Alcohol by Adults)

Legal Reference: Connecticut General Statutes

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10-221 Boards of education to prescribe rule(s), policies, and procedures.

10-238 Petition for hearing by board of education.

10-239 Use of school facilities for other purposes.

53a-185 Loitering in or about school grounds: Class C misdemeanor.

Policy adopted:

cps 1/12

A sample administrative regulation to consider.

Community Relations

Relations between Public and School Personnel

Conduct on School Property (Civility)

I. Training and Resources

- A. The Superintendent/designee will communicate expectations for civil behavior outlined in the policy to all school administrators and central office personnel.
- B. The Principal/supervisor or designee will communicate expectations of civil behavior annually to their staff, students, parents, and community groups as appropriate.
- C. The Principal/supervisor or designee will provide appropriate resources, guidance, and professional development with the goal of promoting civil behavior and addressing related concerns within the school system.

II. Process for Addressing Concerns and Issues

A. Resolution through Cooperative Agreement

Individuals who feel they have been subjected to uncivil conduct are encouraged to resolve the concern/issue with the person or persons directly involved when appropriate. Through a process of cooperative agreement, the affected individuals may be able to reach a mutually effective resolution.

B. General Steps when Resolution is not Reached through Cooperative Agreement

- 1. Either party may cite this policy and notify the other person that they are ending the conversation or the interaction and removing themselves from the situation (for instance, ending a phone call, walking out of the room, or requesting the other individual leave the room).
- 2. There are many existing policies and procedures that cover specific circumstances or general behaviors. In these cases, the appropriate policy or procedure should be followed.
- 3. If the issue/situation is not addressed in another policy or procedure, either party may notify the appropriate Principal/supervisor or designee. The Principal/supervisor or designee will assist the individuals in reaching a resolution.

Community Relations

Relations between Public and School Personnel

Conduct on School Property (Civility) (continued)

III. Enforcement

The Principal or his/her designee shall be responsible for enforcing the conduct required by this civility policy. When the Principal or his/her designee sees or is advised by others of an individual engaged in the prohibited conduct, which in his or her judgment and discretion does not pose any immediate threat of injury to persons or property, the Principal or designee shall tell the individual that the conduct is prohibited and attempt to persuade the individual to stop. The Principal or designee shall also warn the individual of the consequences for failing to stop. If the person refuses to stop engaging in the prohibited conduct, or if the person's conduct, in the judgment and discretion of the Principal or designee poses an immediate threat of injury to persons or property, or to public order, the Principal or designee shall have the individual removed immediately from the school property or the school function. If necessary, local law enforcement authorities will be contacted to assist in removing the person.

The District may initiate disciplinary action against any student or staff member, as appropriate, in compliance with applicable Board of Education policies and bargaining unit agreements. In addition, the District reserves the right to pursue a civil or criminal legal action against any person violating this policy and its corresponding administrative regulation.

Regulation approved:

cps 1/12

School/Community Relations

Civility Policy

Preamble

The Weston Board of Education (“the Board”) recognizes that education of children is a process that involves a partnership between a child’s parents/guardians, teachers, school administrators, and other school and Board personnel. The Board recognizes that parental/guardian participation in their child’s educational process through parent/guardian/teacher conferences, scheduled classroom visitation, serving as a school volunteer, serving as a field trip chaperone, PTO participation, and other such service is critical to a child’s educational success. For that reason, the Board welcomes and encourages parental participation in the life of their child’s school and the District as a whole.

It is the intent of the Board to promote mutual respect, civility, and orderly conduct among District employees, students, parents/guardians, and the public. It is not the intent of the Board to deprive any person of his or her right to freedom of expression. The intent of this Policy is to maintain, to the greatest extent reasonably possible, a safe, harassment-free workplace for teachers, students, administrators, other staff, parents/guardians, and other members of the community. In the interest of presenting teachers and other District employees as positive role models, the Board encourages positive communication and discourages disruptive, volatile, hostile, or aggressive communications or actions.

However, from time to time parents/guardians, visitors to the District, and District employees act in a manner that disrupts the educational process, the work of District employees, or school activities. This type of conduct can be threatening and/or intimidating to students, District employees, parents/guardians, and visitors.

The purpose of this policy is to provide rules of conduct for parents, other visitors to schools, and District employees which encourage civil communication between parents, other persons, and District employees, and to empower the Board to identify and address those behaviors which are inappropriate and disruptive to the operation of a school or other District facility.

I. CONDUCT

1. Expected Level of Behavior:

- a. District employees will treat colleagues, parents/guardians, students, and other members of the public with courtesy and respect.
- b. Parents and other visitors to schools and school District facilities will treat teachers, students, school administrators, and other District employees with courtesy and respect.

2. Unacceptable/Disruptive Behavior:

a. Disruptive behavior includes, but is not necessarily limited to:

1. Behavior which interferes with or threatens to interfere with the educational process, the operation of a classroom, an employee's office or office area, an activity occurring anywhere on District property, or the work of a District employee. Such conduct includes, but is not limited to:
 - i. Using loud and/or offensive language, profane/obscene language, intimidating language, or display of temper;
 - ii. Threatening to do bodily harm (or causing bodily harm) to a District employee, Board member, a parent/guardian, student, or other individual if that individual is on District property or participating in a school activity, regardless of whether or not the behavior constitutes or may constitute a criminal violation;
 - iii. Damaging or destroying District property;
 - iv. Any other behavior that disrupts the work of a District employee or the orderly operation of a school, a school classroom, any other Board of Education facility; or other activity on District property;
 - v. Abusive, threatening, or obscene emails, texts, voice mail messages, or other communications; or
 - vi. The repeated use of emails, voicemails, or other communications intending to harass the recipient will be considered unacceptable/disruptive behavior under this Policy.

II. RECOURSE

1. Parent/Guardian/Visitor Recourse:

Any parent/guardian or visitor who believes he/she was subject to unacceptable/disruptive behavior on the part of a staff member should bring such behavior to the attention of the staff member's immediate supervisor, appropriate school administrator, and/or the Superintendent of Schools.

2. Employee Recourse:

Any District employee who believes he/she was subject to unacceptable/disruptive behavior by another staff member, parent/guardian, or visitor should notify his/her immediate supervisor, appropriate school administrator, and/or the Superintendent of Schools.

If any member of the public uses obscenities or speaks in a demanding, loud, insulting, and/or demeaning manner, the employee to whom the remarks are directed shall calmly and politely warn the speaker to communicate civilly. If the conduct continues, the employee to whom the remarks are directed may, after giving appropriate notice to the speaker, terminate the meeting, conference, or telephone conversation. If the meeting or conference is on District property, any employee may request that an administrator or other authorized personnel direct the speaker to promptly leave the premises. If the person refuses to leave the premises as directed, the administrator or other authorized personnel shall seek the assistance of law enforcement and request that law enforcement take such action as is deemed necessary. If the employee is threatened with personal harm, the employee may contact law enforcement directly.

3. Student Recourse:

Any student who believes he/she was subject to unacceptable/disruptive behavior on the part of a staff member, parent/guardian, or visitor should bring such behavior to the attention of a teacher, guidance counselor or school administrator.

III. AUTHORITY OF DISTRICT EMPLOYEES:

1. Any individual who: (1) disrupts or threatens to disrupt school or school District operations; (2) threatens to or attempts to do or does physical harm to school board personnel, students, or others lawfully on District property; (3) threatens the health or safety of students, Board personnel, or others lawfully on District property; (4) intentionally causes damage to Board property, or property of others lawfully on District property; (5) uses loud or offensive language; or (6) who without authorization comes on District property may be directed to leave District property by a school's principal or assistant principal (or in their absence a person who is lawfully in charge of the school), or a District level administrator. If the person refuses to leave the premises as directed, the administrator or other authorized personnel shall seek the assistance of law enforcement and request that law enforcement take such action as is deemed necessary by law enforcement.
2. If an employee is threatened with personal harm, the employee may contact law enforcement directly.

IV. ABUSIVE, THREATENING, OR OBSCENE ELECTRONIC COMMUNICATIONS AND VOICE MAIL

If any District employee receives an email, voice mail message, other electronic communication which is abusive, threatening, or obscene, the employee is not obligated to respond to the communication or return the telephone call. The employee may save the

message and contact a school administrator or the Superintendent of Schools. If the message threatens personal harm, the employee may contact law enforcement directly.

Policy Adopted: April 15, 2002

Policy Revised: February 25, 2019

WESTON PUBLIC SCHOOLS
Weston, Connecticut