



FARMINGTON SCHOOL DISTRICT NO. 192	<i>ISD 192 Policy 1021 Orig. 2023 Revised: Adopted:02-2023</i>
POLICIES AND REGULATIONS	

## **ISD 192 SPECIFIC POLICIES**

### **1021 PROFESSIONAL CONDUCT OF SCHOOL DISTRICT EMPLOYEES**

#### **I. PURPOSE**

The school district is committed to providing an educational and employment environment in which all learners and staff are treated with respect and dignity, and where diverse experiences and points of view are honored and valued. In accordance with this commitment, every school district employee is to maintain a standard of professionalism within accepted standards of conduct in all interactions with learners, families, and other employees, contractors, and partners.

#### **II. GENERAL STATEMENT OF POLICY**

This policy applies to all individuals employed by or working on behalf of ISD 192.

- A. At all times, learners and those who work for the district will be treated by district employees with respect, courtesy, and consideration and in a professional manner. Each school district employee is expected to exercise good judgment and professionalism in their relationships, communications and interactions with learners, families, with other employees, contractors, and partners of the district.
- B. School district employees will adhere to applicable standards of ethics and professional conduct in Minnesota law.
- C. District employees must be mindful of their inherent positions of authority and influence over learners, and ensure their interactions remain professional and instructional/educational in nature.
- D. All district employees are to refrain from comments or statements, even in jest, reflecting adversely on or which single out or criticize any person or group with reference to their actual or perceived race, ethnicity, national origin, religion, sex, or sexual orientation including gender identity and expression.

### III. SCHOOL DISTRICT INVESTIGATION AND ACTION

Upon receipt of a complaint, the school district administration will evaluate, investigate and remediate confirmed infractions as appropriate, in accordance with ISD 192 policies. Any school district action taken will be consistent with requirements of applicable collective bargaining agreements and state and federal law.

***Legal References:*** Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)  
Minn. Rules Part 8710.2100 (Code of Ethics for Minnesota Teachers)

***Cross References:*** MSBA/MASA Model Policy 103 (Complaints – Students, Employees, Parents, Other Persons)  
MSBA/MASA Model Policy 306 (Administrator Code of Ethics)  
MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)  
MSBA/MASA Model Policy 413 (Harassment and Violence)  
MSBA/MASA Model Policy 423 (Employee-Student Relationships)