



CIVILITY POLICY

The Sumner-Bonney Lake School District believes that a safe, civil environment is essential to the successful operation of schools, to the free exchange of ideas central to a quality educational process and to the development of youth as thoughtful participants in our democracy. Conversely, uncivil conduct (see definition), like other forms of disruptive behavior, interferes with students' ability to learn, a district's ability to support and educate its students, and the administrations ability to manage and lead the school community. The district is committed to providing and maintain a working and learning environment that fosters respect among students, staff, and the community.

The School Board encourages its members, superintendent, administrators, staff, students, volunteers, parents, and other community members to participate in maintaining a clear expectation of civil conduct and problem-solving throughout the District. Through participation in school activities and/or school sponsored activities, students, staff, parents, community members, volunteers and administrators shall be accountable for the promotion of and demonstration of civil conduct, communication, and problem-solving throughout the school district or at locations of school-sponsored activities. The District is committed to support this expectation and will not condone or accept uncivil conduct (see definition) on school grounds, at school-sponsored activities, or in verbal, written or electronic communications whether by school board members, superintendent, students, staff, parents, community members, volunteer, or administrators.

The purpose of the Sumner-Bonney Lake School District's Civility Policy is three-fold:

1. To promote a work and learning environment that is safe and productive for all staff and students, and to encourage the free flow of ideas without fear or intimidation;
2. To provide students with appropriate models for civil and respectful communication and problem-solving; and
3. To support respectful and civil interaction and communication among students, staff, parents, community members, volunteers and administrators, superintendent and school board members.

Definitions:

For purposes of this policy, "Uncivil Conduct" includes, but is not limited to, behaviors such as: directing vulgar, obscene or profane gestures or words at another individual; taunting, jeering, inciting others to taunt or jeer at an individual; repeatedly interrupting another individual who is



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speaking at an appropriate time and place or raising one's voice in anger at another person; imposing personal demands at times or in settings where they conflict with assigned duties and cannot reasonably be met; using derogatory and/or personal epithets or slurs (including but not limited to racial or ethnic epithets or slurs); 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.

Resolution:

In all cases, individuals who perceive they have been treated in an uncivil manner will be urged to resolve their concerns promptly through direct or assisted communication with the person(s) at the source of the concern. When this is not possible or appropriate, any person who needs help in identifying and/or using appropriate problem-solving procedures may seek assistance from a school/district administrator or supervisor. Individuals are encouraged to work out issues of concern promptly and preferably no later than two (2) work days after an incident has occurred.

This policy seeks to promote a school culture of respect and civility for all. Severe or persistent acts of uncivil conduct may, however, violate other school rules or District policies such as the District's policies against Sexual Harassment, Discrimination, specific conduct codes, Student Rights & Responsibilities, Student Conduct, Harassment, Intimidation, and Bullying of Students, Student Discipline and Corrective Action, or Visitors to the Schools. Violation of such policies, rules and codes may result in further action as applicable. Nothing in this policy is intended to interfere with the ability of school officials to maintain order and discipline in the schools or to enforce school rules and applicable policies and laws.

Cross Reference:

- District Policy No. 1400 Meeting Conduct, Order of Business and Quorum
- District Policy No. 1620 Board-Superintendent Communications
- District Policy No. 3205 Sexual Harassment of Students Prohibited
- District Policy No. 3207 Prohibition of Harassment, Intimidation, and Bullying
- District Policy No. 3210 Nondiscrimination

- District Policy No. 3220 Freedom of Expression
- District Policy No. 3240 Student Conduct Expectations and Reasonable Sanctions
- District Policy No. 3241 Classroom Management/Corrective Action for Student Misconduct
- District Policy No. 4200 Safe and Orderly Learning Environment
- District Policy No. 5010 Nondiscrimination and Affirmative Action
- District Policy No. 5011 Sexual Harassment of District Staff Prohibited