



Series: 200 Ethics Policies

206 Civility Policy

I. Purpose

The Environmental Charter School (“ECS” or “Environmental Charter School”) seeks to maintain an environment supportive of learning and free of disruptive conduct. This policy promotes, mutual respect, civility and orderly conduct among ECS employees, parents/guardians, students and others. Nothing in this policy shall be construed to limit, restrict, or otherwise infringe upon any rights to engage in protected speech or expression. It is not the Environmental Charter School’s intent to deprive any person of his or her right to freedom of expression.

II. Policy

ECS employees and representatives should treat parents/guardians and other members of the public with civility, courtesy and respect.

Parents/guardians and other members of the public should treat staff and students and each other with civility, courtesy and respect.

The Environmental Charter School defines unacceptable or disruptive behavior as any conduct that disrupts or interferes with the discipline, good order, lawful conduct or administration of any school class or activity of the school.

Unacceptable conduct includes but is not limited to:

- Disruption of or threats to disrupt school classrooms, activities, and/or operations;
- Threats to the health and safety of students, school employees or visitors;
- Battery or assault upon students, school employees or other persons;
- Using obscenities or speaking in a demanding, loud, insulting and/or demeaning manner; and/or
- Unauthorized entry onto school grounds.

The Chief Executive Officer (“CEO”) or designee shall establish any necessary procedures for receiving complaints of alleged violations of this policy.



This policy applies to any conduct by trustees, employees, parents/guardians and other community members on school property, at school-sponsored events, including sporting events and performances or which may impact the work or educational environment at ECS. This also includes electronic communications such as through social media channels. Any employee who observes, is told of, or is the target of conduct that is in violation of this policy shall address the conduct according to procedures established by the CEO.

III. Legal Authority
Various

IV. Last Revised
February 19, 2025

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE LOCAL, STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL.

ADOPTED this __19th__ day of February, 2025.

Approved Resolution 2025-02-2148
Signed Copies located in Administrative Offices