

**Policy Type: Executive Limitations****Treatment of Parents, Students and Public**

With respect to interactions with parents, students and the public, the Superintendent shall not cause or knowingly allow conditions, procedures, actions or decisions which are unlawful, unethical, unsafe, disrespectful, disruptive, undignified or in violation of Board policy.

Accordingly, the Superintendent may not:

1. Use methods of managing information that fail to protect confidential information.
2. Fail to provide for effective handling of complaints.
3. Fail to protect against wrongful or illegal conditions.
4. Fail to establish policies and procedures to ensure compliance with all federal and state laws.
5. Fail to establish policies and procedures to protect against discrimination, bullying, hazing and harassment, which explicitly include everyone but are not limited to the following characteristics: race, color, religion, sex, sexual orientation, national origin, age, mental or physical disability, gender expression/identity, genetic information, or status with respect to marriage or public assistance, or status in any group protected by federal, state or local law.
6. Fail to take reasonable steps to inform stakeholders of those policies and procedures.

**Monitoring Method:** *Internal report*  
**Monitoring Frequency:** *Annually in November*

Fargo Public Schools Board of Education