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## **422.1 RESPECT AND PROFESSIONALISM IN THE WORKPLACE**

### **I. PURPOSE**

The purpose of this policy is to provide a respectful and professional workplace for all Columbia Heights Public Schools employees.

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

- A. The school district is committed to providing a positive workplace environment in which all employees are treated with respect and professionalism. Columbia Heights Public Schools strives to create a healthy work environment to attract and retain a high-quality workforce representative of our diverse community. We value each employee of Columbia Heights Public Schools and are committed to providing safe and supportive learning environments where all belong and all succeed. We strive to maintain a climate of mutual respect and support constructive strategies for conflict resolution.
- B. As a community of learners, faculty, and staff of Columbia Heights Public Schools are expected to practice basic principles of mutual respect by:
1. Valuing each other's work and roles
  2. Behaving in ways that show respect toward co-workers
  3. Developing relationships built on trust
  4. Promoting a climate that is fair, supportive, and responsive
  5. Creating a welcoming environment through our words, actions, and physical surroundings
  6. Encouraging open and honest communication
  7. Celebrating our differences
- C. It is the responsibility of every School District employee to follow this policy to promote and maintain a respectful and professional workplace. Violations of District policy including but not limited to the use of offensive language or conduct based on protected characteristics as defined by policy, state, or federal law such as race, color, creed, religion, national origin, sex, gender identity, marital status, disability, status with regard to public assistance, sexual orientation, familial status, and age will not be tolerated.