

Cache County School District

Policy Series 7000: Community

Policy No. 7350 P1

Civility

As integral community members, Cache County School District employees bear the responsibility of treating parents, students, other district employees, and public members with the utmost respect. In return, we foster an environment of positive communication and discourage any form of abusive, hostile, or obscene speech, actions, or other forms of communication, including electronic communication. Any language or conduct that threatens an individual's health and/or safety directly violates this Civility standard. We expect all parties to conduct themselves with integrity, honesty, and a strong commitment to resolving any issues that may arise.

1. Any individual who disrupts or threatens to disrupt school/office operations endangers the health and safety of students or staff, or causes property damage, uses loud and/or offensive language, or has otherwise established a continued pattern of unauthorized entry on school property will face immediate consequences. The superintendent or designee will promptly direct them to leave school or school district property.
2. If any public member or staff member uses obscenities or speaks in a demanding, loud, insulting, and/or demeaning manner, the administrator or employee to whom the remarks are directed, or who witnesses the incident, will calmly and politely admonish the speaker to communicate civilly. If the abusing party does not take corrective action, the district employee will verbally notify the abusing party that the meeting, conference, or telephone conversation is terminated, and if the meeting or conference is on district premises, the offending person will be directed to leave promptly. This process ensures a fair and secure environment for all.
3. When an individual is directed to leave school district property under the circumstances referenced above and refuses to go, the school administrator may notify law enforcement officials. The school official may issue a “no trespass” notice when necessary.
4. When staff determine that a member of the public is violating the provisions of this policy, they should attempt to provide a written copy of this policy, including applicable code provisions, at the time of the occurrence. The employee will notify his/her supervisor of the incident.

Approved: August 15, 2024