



Civility Policy

A safe, respectful, and collaborative environment supports high-quality education and the well-being of all members of our Shoreline School District community.

**Treat others with dignity & respect,
honoring all cultural backgrounds, perspectives, and identities**

**Use care & good judgment in interpersonal disputes,
seeking resolution that strengthens relationships**

**Refrain from harmful or
abusive language,
contributing to safety and trust**

**Problem solve respectfully
with patience, curiosity,
and empathy**

**Be mindful of impact
to avoid fear, frustration, or
alienation, and repair harm**

**Be clear, concise, & courteous
with the goal of reaching
mutually positive outcomes**

**Extend everyday courtesies
like expressing gratitude
and not interrupting**

**Practice civility
in conversation and behavior,
even in disagreement**

**Address incivility
and contribute to shared
accountability**

**Seek to understand
others' points of view and
cultural perceptions**

**Uplift belonging,
contributing to an environment where every person feels
included, valued, and supported.**

The expectations above are applicable to in-person activities and other types of interactions, including (but not limited to) phone calls, emails, video conferencing, chat or text messages, school or district social media pages, and other forms of electronic communication.
Excerpted from Shoreline School Board Policy #5161, Civility in the Workplace

Full policy: ssd412.org/Civility