

CIVILITY

Franklin Pierce Schools seeks to promote a culture of respect and civility in the district by underscoring the expectation of civil conduct in all interactions between stakeholders (board of directors, employees, parents, volunteers, contractors, and visitors). Incivility, like other forms of disruptive behavior, can be a barrier to effective learning, communication, coaching, and performance.

Severe or persistent acts of incivility may result in employee turnover, low productivity, reduced morale, diminished loyalty, and physiological impacts such as stress and depression that can lead to increased absenteeism. Incivility may violate the district's policies against harassment, intimidation, bullying, nondiscrimination, affirmative action, sexual harassment, or other specific conduct codes. Violation of such policies may result in further action, such as discipline, adverse employment action, or criminal charges, as applicable.

In support of this policy, the superintendent or designee will develop procedures to address district training and other tools for the use of staff members in achieving the purpose of this policy.

Adoption Date: 4/8/14
Franklin Pierce Schools
Revised: 9/26/23, 10/13/26
Classification: Optional