

**FIRST READING: 9/29/21      ADOPTED: 10/12/21**

## **CIVILITY/RESPECTFUL COMMUNICATIONS AND ACTIONS**

### **Purpose**

The Berlin Board of Education promotes civility and respectful communications among district employees, students, parents and the public. In the interest of presenting all adults as positive role models for students, the Berlin Board of Education encourages positive communication and discourages harassing, defamatory, obscene, abusive, discriminatory or threatening communication or actions, some of which may be against the law. The intent of this policy is to maintain a civil, respectful environment for teachers, students, administrators, staff, parents and other members of the school community. The following describes expected standards for staff, students, parents and members of the public while at school, on school property or at a school function.

### **Standards for Communications**

The Board expects staff, students, parents and members of the public while at school, on school property or at a school function to communicate and act in a manner that promotes respect for the dignity and worth of all individuals, regardless of race, religion, color, national origin, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, socio-economic status, or role within the school community. All adults participating in the school community are expected to communicate and act in a manner that consistently provides positive role models for students. The Board will regulate communications and actions by staff, students, parents and members of the public while at school, on school property or at a school function, when such communications or actions are contrary to these fundamental principles.

Specifically, the Board will regulate disruptive communications and/or actions by members of the school community that:

1. interfere, disrupt or undermine the effective operation of the school district;
2. are used to engage in harassing, defamatory, obscene, abusive, discriminatory or threatening or similarly inappropriate communications;
3. create a hostile environment;
4. breach confidentiality obligations of school district employees; or
5. violate the law, board policies and/or other school rules and regulation.

### **Examples of Disruptive Communications/Actions**

Disruptive Communications/Actions include, but are not limited to:

- Using loud and/or offensive language (for example, swearing or display of temper).
- Invading another person's space by moving close to the individual in an aggressive manner.
- Threatening to do physical harm to a teacher, school administrator, school employee, student or member of the community.
- Damaging, destroying or threatening to destroy or damage school property.
- Harassing, defamatory, obscene, abusive, discriminatory or threatening verbal, written or electronic communications.
- Any other behavior which disrupts the orderly operation of the school, a school activity, or any other activity sponsored by the school district.

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**Student, Parent, Member of the Public Reports**

Any member of the school community who believes he/she was subject to communications and/or actions on the part of a staff member in violation of this policy should bring such behavior to the attention of the building principal and/or the Superintendent's office.

Any member of the school community who believes he/she was subject to communications and/or actions on the part of a student in violation of this policy should bring such behavior to the attention of the building principal.

**Disciplinary Consequences**

Employees found to be in violation of this policy may be subject to disciplinary action. Students found to be in violation of this policy may be subject to disciplinary action in accordance with the Board's policy concerning Student Discipline.

Parents or other members of the school community found to be in violation of this policy may be directed to leave school property, a school building, or any activity sponsored by the school district. Repeat violations may result in a long-term denial of access to school property, school buildings, or activities sponsored by the school district.