

School Civility – Personnel, Students, Visitors/Spectators and Volunteer

School Civility

Purpose. The district believes that uncivil conduct, like other forms of disruptive behavior, interferes with a student’s ability to learn and a school’s ability to educate its students. Therefore a safe, civil environment is essential to high student and staff achievement, to the free exchange of ideas central to a quality educational process and to the development of youth as thoughtful participants in our democracy.

The Board directs administrators, staff, students, volunteers, parents and other community members to participate in maintaining a clear expectation of civil conduct and problem-solving throughout the district. In addition the Board fully expects that staff will be courteous and friendly at all times and that our schools will be inviting places for parents and other visitors. This includes spectators at extracurricular activities on district property, e.g., sporting events. A culture of cooperation and a willingness to discuss openly and share in the problem-solving process will provide a model for our students as they move through the system and aid in their growth as citizens of our state and our democratic system.

The basic purpose of this policy is three-fold:

1. To promote a work and learning environment that is safe, productive and nurturing for all staff and students, and to encourage the free flow of ideas without fear or intimidation;
2. To provide our students with appropriate models for respectful problem-solving; and
3. To reduce the potential triggers for aggressive or violent conduct through the effective use of problem solving and conflict management procedures.

Definitions. For purposes of this policy, “uncivil conduct” includes the following: directing vulgar, obscene or profane gestures or words at another individual; taunting, jeering, inciting others to taunt or jeer at an individual; raising one’s voice at another individual, repeatedly interrupting another individual who is speaking at an appropriate time and place; imposing personal demands at times or in settings where they conflict with assigned duties and cannot reasonably be met; using personal epithets, gesturing in a manner that puts another in fear for his/her personal safety, invading the personal space of an individual after being directed to move away, physically blocking an individual’s exit from a room or location, remaining in a classroom or school area after a teacher or administrator in authority has directed one to leave, violating the privacy of another individual’s belongings (except for lawful searches by school officials conducted in connection with the administration of school rules and applicable laws) or other similar disruptive conduct.

“Uncivil conduct” does not include the expression of controversial or differing viewpoints that may be offensive to some persons, so long as: (1) the ideas are presented in a respectful manner and at a time and place that are appropriate; and (2) such expression does not materially disrupt, and may not be reasonably anticipated to disrupt, the educational process.

Expectations. Visitors and volunteers are asked to adhere to school rules and to respect the rights of student and staff as they learn and work in a safe educational environment. Staff are expected to be courteous and friendly at all times and to ensure that the school is an inviting place for parents and other visitors. Students are expected to follow school rules which clearly define the expectations of civil behavior. In all cases, individuals who perceive they have been treated in an uncivil manner will be urged to resolve their concerns through simple, direct or assisted communication with the person(s) at the source of the concern. When this is not possible or appropriate, any person who needs help in identifying and/or using appropriate problem-solving procedures may seek assistance from the principal or designee, or work site administrator. Individuals are encouraged to work out issues of concern promptly, and preferably no later than two days after an incident has occurred. No retaliation will be tolerated against individuals for working in good faith under this policy and its related procedures to resolve concerns.

This policy seeks to promote a school culture of respect and civility. Severe or persistent acts of uncivil conduct may, however, violate other school rules, such as the district’s policies against harassment and sexual harassment or specific conduct codes. Violation of such policies may result in further action, such as discipline, adverse employment action or criminal charges, as applicable. Nothing in this policy is intended to interfere with the ability of school officials to maintain order and discipline in the schools or to enforce school rules and applicable laws.

END OF POLICY

Legal Reference(s):

- [ORS 164.245](#)
- [ORS 164.255](#)
- [ORS 166.025](#)
- [ORS 166.155](#)
- [ORS 166.165](#)
- [ORS 332.107](#)