

School Board of Alachua County Bylaws & Policies

9380 - CIVILITY - CONDUCT OF DISTRICT EMPLOYEES, PARENTS, AND OTHER VISITORS TO SCHOOLS AND SCHOOL DISTRICT FACILITIES

It is the intent of the Board to promote mutual respect, civility, and orderly conduct among District employees, parents, and the public. It is not the intent of the Board, however, to deprive any person of his/her right to freedom of expression. The intent of this policy is to maintain to the greatest extent reasonably possible, a safe, harassment-free workplace for teachers, administrators, other staff, for parents, and other members of the community. In the interest of presenting teachers and other employees as positive role models, the Board encourages positive communication and discourages disruptive, volatile, hostile, or aggressive communications or actions.

Expected Level of Behavior

- A. Board employees will treat parents and other members of the public with courtesy and respect.
- B. Parents and other visitors to schools and District facilities will treat teachers, school administrators, other school staff, and Board employees with courtesy and respect.
- C. Board employees will treat each other with courtesy and respect.

Unacceptable/Disruptive behavior includes, but is not necessarily limited to:

- A. Exhibiting behavior which interferes with or threatens to interfere with the operation of a classroom or school related off-campus activity, an employee's office or office area, and all areas of a school or facility.
- B. Using loud and/or offensive or demeaning language, swearing, cursing, profanity, or disruptive display of temper.
- C. Threatening to do bodily or physical harm to a parent/guardian, or members of the general public or to a teacher, school administrator, school employee, or student regardless of whether or not the behavior constitutes or may constitute a criminal violation.
- D. Damaging or destroying school or Board property.
- E. Any other behavior which disrupts the orderly operation of school, school classroom, or any other Board facility.
- F. Abusive, threatening, demeaning, or obscene mail, e-mail, or voice mail messages.