



Civility

School-Community Relations Policy 9011

Policy Statement

The Red Clay Consolidated School District Board of Education believes that a safe, civil environment is essential to high achievement for staff and students. District administration and staff are held to high expectations with regard to the respectful treatment of parents/guardians and other members of the public and expect the same consideration in return. This policy has been developed in addition to applicable policies governing staff and student expectations of conduct. The District is committed to maintaining a positive environment for students, staff, and community members and will work tirelessly to limit any Abusive Conduct that may occur towards any staff member/administrator by the school community.

Abusive Conduct in Schools

If any member of the school community engages in Abusive Conduct towards any District employee while on district property, at a district sponsored event or utilizing district electronic communications/social media, the employee may (a) request that the person cease engaging in the Abusive Conduct; and/or (b) notify the Building Principal, Assistant Principal, Supervisor and/or Central Office Administrator that the Abusive Conduct is occurring. If so notified, the Building Principal, Assistant Principal, Supervisor and/or Central Office Administrator shall assess and determine if the behavior is Abusive and may: (a) confront the person engaging in Abusive Conduct and attempt to de-escalate the situation, (b) request the person engaging in Abusive Conduct to leave district property or the district event, and/or (c) contact law enforcement.

The district may block any member of the school community who engages in Abusive Conduct from access to district electronic communication and social media and if appropriate notify law enforcement.

Nothing herein shall prevent any employee from directly contacting law enforcement to report Abusive Conduct or other safety concerns.

	<p><u>Remedy for Abusive Conduct</u></p> <p>Should any individual perpetrate Abusive Conduct towards any District employee, the District may consider options to limit and/or monitor interaction and/or communications including, but not limited to: Directing that any necessary communications between the involved individuals be channeled through a Building Principal, Assistant Principal, Supervisor, and/or Chief School Administrator and/or the removal of the individual in question from district property or from the activity.</p> <p><u>Documentation</u></p> <p>When it is determined by a District employee that a member of the public is in the process of violating the provisions of this policy, reasonable effort should be made by the employee to provide the offending person a written copy of this policy at the time of the occurrence. The employee will immediately notify his/her supervisor and provide a written report of the incident.</p>	
Definitions	<p>“School Community” shall be defined as the various individuals, groups, businesses, and institutions that are invested in the welfare and vitality of the Red Clay Consolidated School District and the community it serves. “ School Community does not include students or employees of Red Clay Consolidated School District.</p> <p>"Abusive Conduct" shall be defined as any conduct, speech or action which:</p> <ol style="list-style-type: none"> 1: Involves the use of obscene, discriminatory, and/or otherwise patently offensive language which disrupts or threatens to disrupt school / office operations; 2: Is harassing, demeaning, or threatening; 3: Amounts to unauthorized or prohibited entry onto District property, or the failure to leave District property when directed to do so. 	
Responsibility	The Superintendent shall be responsible for compliance.	
References		
Adoption Date	09/20/2017	
Revision Date		