

Policy 1045 (a)

Mission/Goals/Objectives

Civility/Respectful Communications and Actions

Purpose

The intent of this policy is to maintain a civil, respectful workplace for teachers, students, administrators, staff, parents and other members of the community.

The Waterford Board of Education promotes civility and respectful communications among district staff, students, parents and the public. In the interest of presenting all adults as positive role models for students, the Waterford 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 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 exemplifies 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 consistent with providing 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 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 work environment;
- 4) breach confidentiality obligations of school district staff; or
- 5) violate the law, board policies and/or other school rules and regulation.

Policy 1045 (b)

Mission/Goals/Objectives

Civility/Respectful Communications and Actions (continued)

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 staff, student or member of the community.
- Damaging, destroying or threatening to destroy or damage school property.
- Harassing, defamatory, obscene, abusive, discriminatory, 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.

Student, Parent, Member of the Public Resources

Any student, parent or member of the public who believes he/she was subject to disruptive communications and/or actions on the part of a staff member should bring such behavior to the attention of the building principal and/or the Superintendent's office. Staff may direct any such concerns to the Human Resources office.

Disciplinary Consequences

Staff 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 5114 concerning Student Discipline.

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

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WATERFORD PUBLIC SCHOOLS
Waterford, Connecticut