



Agenda Item Details

Meeting	Aug 03, 2016 - Parkway Board of Education Regular Meeting
Category	13. Policy Review
Subject	13.01 Proposed Civility Policy - Michael Barolak, Coordinator of Student Discipline and Alternative Programs
Type	Discussion

Proposed Civility Policy (final draft)

In an effort to maintain a safe and harassment-free workplace and to promote a positive learning environment for students and staff, respectful and civil behavior is required on district property, in district-sponsored transportation, and at district-sponsored activities and events. All persons having business with the district including, but not limited to parents, board of education members, volunteers, visitors and patrons shall treat one another with civility, courtesy and respect. Uncivil behaviors shall be prohibited.

Uncivil behaviors shall be defined as any behaviors that are physically or verbally threatening, either overtly or implicitly, as well as behaviors that are coercive, intimidating, violent or harassing.

Examples of uncivil behavior include but are not limited to:

- Use of profanity
- Personally insulting remarks
- Attacks on a person's race, gender, gender identity or expression, national origin, religion, or sexual orientation
- Behaviors that are disruptive to the school and work environment, including school events

Such interactions could occur in, but are not limited to:

- Telephone or text conversations
- Voice mail messages
- Face-to-face conversations
- Written letters
- E-mail messages
- Parkway School District social media

Any uncivil behavior should be reported immediately to the appropriate district personnel. A record will be made of any alleged incident and any action taken. Confidentiality will be observed when possible and appropriate to protect the complainant and the alleged offending person.

Patrons and members of the general public may be subject to district and/or building action including prohibition or restriction of future contact and limitations on access to functions, activities or district property. Retaliation against a person who reports a claim of uncivil behavior is prohibited.