

School/Community Relations

Civility

It is the intent of the School Board to promote mutual respect, civility and orderly conduct among district employees, parents and the public. It is not the intent of the School Board to deprive any person of his or her right to freedom of expression. This policy is not intended to apply in situations where a traditional open public forum is created. The intent of this policy is to maintain, to the greatest extent reasonably possible, a safe, harassment-free workplace for teachers, students, administrators, staff, parents and other members of the community. In the interest of presenting teachers and other employees as positive role models, the School Board encourages positive communication and discourages profane or hostile communications or actions.

1. Expected level of behavior:

- School and district personnel will treat parents and other members of the public with courtesy and respect.
- Parents and visitors will treat teachers, administrators and other district employees with courtesy and respect.

2. Unacceptable/Disruptive behavior:

- Any behavior that disrupts the orderly operation of a school, classroom or any other School Board facility.
- Using profanity or obscenity.
- Threatening to do bodily or physical harm to any person.
- Damaging or destroying school or School Board property.
- Any criminal behavior.

3. Parent recourse:

Any parent who believes he/she was subject to unacceptable/disruptive behavior on the part of any staff member should bring such behavior to the attention of the staff member's immediate supervisor and/or a district-level administrator.

4. Authority of school personnel:

- Persons using unacceptable/ disruptive behavior as defined in this policy may be warned to communicate civilly, the conversation or meeting may be terminated, or the person may be directed to leave the school or district premises. If the person refuses to leave, the principal, superintendent or other authorized personnel shall seek the assistance of law enforcement and request that law enforcement take such action as is deemed necessary. If an employee is threatened with personal harm, the employee may contact law enforcement.
- Verbally aggressive behavior, which would include, but not be limited to, threats, intimidation, and profanity, will result in limited access to school premises and school activities for up to one (1) year. The length of the restriction will be determined by the Superintendent of Schools.

Adopted: July 1, 2018
Raymore-Peculiar R-II School District

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