

UNCIVIL CONDUCT

A. STATEMENT OF INTENT

A safe and civil environment is essential to student achievement, staff productivity, the free exchange of ideas central to a quality educational process, and the development of youth as thoughtful participants in a democratic society. Conversely, uncivil conduct and other forms of disruptive behavior can interfere with a student's capacity to learn and the school's ability to properly educate its students.

Administrators, faculty, staff, Board members, students, parents, volunteers, and other community members are encouraged to regularly and consistently model, support, and maintain a clear expectation for civil conduct and amiable problem solving throughout the school district.

The intent of this policy is to:

1. Promote a work and learning environment that is safe, productive, and supportive for all staff and students.
2. Encourage the free exchange of ideas and discourse absent the fear of intimidation.
3. Provide students with appropriate models for respectful problem solving behavior.
4. Pre-empt or mitigate those circumstances that might otherwise become rancorous.
5. Promote problem solving procedures and other appropriate alternatives to disruptive conduct.
6. Authorize staff to immediately disengage and/or seek administrative intervention under those circumstances of incivility that threaten personal welfare and/or the disruption of the educational process.
7. Acknowledge that occasional incivility by students are to be expected and can provide teachable opportunities.
8. Foster respect for diversity in thought, free speech, peaceable assembly, and to recognize that due process is integral to the educational experience.
9. Recognize that vigorous dialogue, assertive self-expression, and conflicting opinions are essential to the human experience and can provide opportunities for meaningful decisions and solutions.

B. UNCIVIL CONDUCT PROHIBITED

It is not fully possible for purposes of this policy to provide a comprehensive definition of uncivil behavior. Words or actions that may be uncivil in one context may be acceptable in another setting. Individual thresholds or tolerances for certain types of behavior will vary. Moreover, Federal or Washington State law may protect what some may consider uncivil conduct. Reasonable variances in conduct must be expected and accepted within a free society and diverse culture.

The following would in most cases be considered uncivil conduct, and in most cases will not be tolerated or condoned by the District.

1. Directing vulgar, obscene or profane words or gestures to another individual.
2. Inappropriate taunting, jeering, or inciting others to taunt or jeer
3. Yelling or shouting.
4. Repeatedly interrupting or disrupting another individual who is attempting to speak.
5. Imposing personal demands at times or in settings where such interferes with assigned duties and cannot be reasonably met.
6. Using personal epithets, slurs, or other references used invectively as a term of abuse, contempt, or hostility.
7. Gesturing or posturing in a manner that puts another in reasonable fear for personal safety.
8. Physically blocking an individual's exit from a room or location.
9. Remaining in a classroom or school area after a teacher or administrator in authority has lawfully directed one to leave.
10. Violating the privacy of another individual's belongings (except for lawful searches by school officials conducted in conjunction with the administration of rules and applicable laws).
11. Repeatedly confronting a staff member on school related matters outside the work setting, despite being asked not to do such.
12. Threatening physical harm or personal damage against an individual.
13. Use of voice or video recording equipment without the individual's prior consent.
14. Other behaviors of an uncivil nature that would cause a reasonable individual to feel a sense of threat and/or constitute a violation of the legal standards noted below.

C. UNCIVIL CONDUCT INCLUDES VIOLATIONS OF LAW

Certain displays of uncivil behavior may be of such a severity as to meet the standard of unlawful conduct. Under Chapter 28A.635 RCW, the applicable unlawful offenses relating to school property and personnel are defined by regulatory code.

It is unlawful for any person to:

1. Insult or abuse a teacher anywhere on the school premises while such teacher is carrying out his or her official duties.
2. Willfully disobey the order of the chief administrative officer of a public school district, or of an authorized designee of any such administrator, to leave any motor vehicle, building, grounds or other property which is owned, operated or controlled by the school district if the person so ordered is under the influence of alcohol or drugs, or is committing, threatens to imminently commit or incites another to imminently commit any act which would disturb or interfere with or obstruct any lawful task, function, process or procedure of the school district or any lawful task, function, process or procedure of any student, official, employee or invitee of the school.
3. Willfully create a disturbance on school premises during business hours or at school activities.
4. Singly or in concert with others, interfere by force or violence with any administrator, teacher, classified employee, person under contract with the school or school district, or student of any common school who is in the peaceful discharge or conduct of his or her duties of studies.
5. Singly or in concert with others, intimidate by threat of force or violence any administrator, teacher, classified employee, or student of any common school who is in the peaceful discharge or conduct of his or her duties or studies.

Nothing in this policy shall prohibit or penalize school administrators, teachers, or classified employees who are engaged in the reasonable, authorized and good faith exercise of their disciplinary authority.

Nothing in this policy should be construed to prohibit or penalize activity consisting of the lawful and nondisruptive exercise of free speech and an open exchange of ideas, free press, right to peaceably assemble, right to petition the district for redress of grievances or due process, and the parental right to advocate for the interests of their child in a civil and constructive manner.

The Superintendent shall be responsible for the development, implementation, and maintenance of specific procedures that provide for the handling of uncivil conduct and promote civil conduct within the schools.

Cross Reference:

Board Policy	3200	Student Rights and Responsibilities
	P3210/P3211/P3700/P3705	Resolving Equal Employment/Educational Opportunity Complaints/Grievances, Including Sexual Harassment and Harassment
	3220	Freedom of Expression
	3223	Freedom of Assembly
	3240	Student Conduct
	3241	Classroom Management, Corrective Actions, and Sanctions
	4220	Complaints Concerning School Personnel/Programs
	5013	Prohibition Against Sexual Harassment
	5015	Prohibition Against Harassment
	6605	Student Safety Riding Buses

Legal References:	RCW Chapter 28A.635	Offenses Relating To School Property and Personnel
	RCW 28A.635.010	Abusing or insulting teachers, liability for – Penalty.
	RCW 28A.635.020	Willfully disobeying school administrative personnel or refusing to leave public property, violations, when – Penalty.
	RCW 28A.635.030	Disturbing school, school activities or meetings – Penalty.
	RCW 28A.635.090	Interference by force or violence – Penalty.
	RCW 28A.635.110	Violations under RCW 28A.635.090 and 28A.635.100 – Disciplinary Authority exception.