
CIVILITY POLICY

School personnel, parents, and students are required to be civil in all of their interpersonal school-related interactions. Civility does not require unqualified agreement or conformity of opinion. An expression of disagreement or a discussion of a controversial viewpoint is not uncivil if such expression or discussion is appropriately and respectfully presented and does not disrupt a school-related activity.

For purposes of this policy, to be civil means to act with self-discipline in a courteous, respectful and orderly way in every interpersonal communication and behavior with the goal of providing a safe and harassment free environment for our students and staff while maintaining individual rights to freedom of expression.

Examples of uncivil conduct may include, but is not limited to:

- i. using an inappropriately loud voice;
- ii. using profane, vulgar, or obscene words or gestures;
- iii. belittling, jeering, or taunting;
- iv. using personal epithets;
- v. using violent or aggressive gestures or body-language;
- vi. repeatedly and inappropriately interrupting another speaker;
- vii. repeatedly demanding personal attention at inappropriate times;
- viii. purposefully and inappropriately invading personal space;
- ix. purposefully ignoring appropriate communications;
- x. wrongfully interfering with another person's freedom of movement;
- xi. wrongfully invading another person's private possessions; or;
- xii. any other behavior that inappropriately disrupts school-related activities.

In the event that any party is uncivil during a school-related activity, the following steps may occur:

1. **Communicate** - The party experiencing the uncivil behavior will communicate that the behavior is not civil and uncivil behavior must cease immediately.
2. **End Activity/Meeting** - If the uncivil party fails to correct the uncivil behavior as directed, the affected party shall end the activity/meeting.
3. **Referral** - The reporting party shall refer the situation to the school administration with a written summary of the uncivil behavior and how he/she responded.
4. **Consequence**- If it is determined that uncivil behavior occurred, proper disciplinary action will be taken, which may include suspension or expulsion.