

Code of Civility (TESD Employees)

District properties and District-sponsored events should be places where mutual respect is practiced and reinforced. This Policy is designed to promote an environment in which all members of the school community will be treated with respect and expect the same in return. We refer to this respect as civility.

The District is committed to civility through education, training, and discipline when necessary. The District does not intend this Policy to deprive any person of their right to appropriate self-expression. Rather, it seeks to maintain, to the extent possible and reasonable, an environment in which people can feel safe and secure. It is in this spirit that we establish this civility Policy for the District.

The District expects all members of the District administrative, instructional and non-instructional staff to be role models of civility while on District property or while attending or participating in a District-sponsored event.

It is the District's position that rude, abusive, or intolerant behavior erodes education. Disrespect shall be addressed when it occurs.

All members of the District administrative, instructional and non-instructional staff are expected to communicate with each other and with District students, volunteers, Board members and members of the general public in an atmosphere of civility and mutual respect.

The Superintendent shall establish procedures to:

1. address complaints of individuals who believe they have been treated in an uncivil and/or disrespectful manner;
2. establish procedures for failure to adhere to this Policy; and
3. publicize the contents of this Policy and the behavioral expectations it sets forth to the school community through, but not necessarily limited to:
 - a) the District Calendar and District newsletters;
 - b) the District cable television channel;
 - c) other District publications as determined by the Superintendent
 - d) the District website; and
 - e) teacher and student handbooks.