



YOUNG SCHOLARS
CHARTER SCHOOL

Civility

Purpose

The purpose of this Policy is to promote mutual respect, civility, and orderly conduct between and with members of the Board of Trustees, employees, contractors, parents/guardians, students, volunteers, and members of the public.

The Board believes that the School's property and school-sponsored events and activities should be places where all individuals are treated with courtesy, respect, dignity, and kindness (collectively understood to mean "civility.")

It is not the intent of the Board to deprive any person of their right to freely express themselves or exercise any other rights to which they are entitled. Rather, the Board seeks to maintain, to the extent possible and reasonable, an environment that is conducive to learning where people feel safe and secure. It is in this spirit that the Board establishes this Policy for the Young Scholars Charter School.

This Policy does not apply to public comment at public meetings of the Board of School Directors or public Board Committee meetings.

Guidelines

The Board encourages positive communication among all stakeholders, even in the most difficult of circumstances. Offensive, inappropriate, intolerant, and/or threatening speech or behavior erodes the civil, orderly, and respectful environment that the Board seeks to promote.

Violative Behavior/Conduct

School property and school-sponsored events and activities should be places where all individuals are treated with civility. Individuals will be determined to have violated this standard and the provisions of this Policy whenever they conduct/behave themselves in a way that is:

- Threatening to the health, safety, or welfare of any member of the school community (i.e. students, parents/guardians, staff, contractors, volunteers, members of the public, etc.);
- Disruptive to the orderly operations of the School;
- Threatening, or which places another person in reasonable fear of imminent harm;
- Profane, obscene, demeaning, abusive, intolerant, or harassing in nature; or
- In violation of any other applicable Board Policy.

Strategies for Addressing Violative Behavior/Conduct

If a participant in a meeting becomes disruptive, or otherwise acts in a way that is in violation of this Policy, the individual responsible for chairing the meeting should immediately ask the alleged offender to discontinue the offending behavior. If the alleged offender continues to act inappropriately, the meeting may be recessed or discontinued. In the case of a recessed or discontinued meeting, the basis for the recess/discontinuance shall be documented. If the School is under a timeline to conduct a meeting involving a participant whose conduct violates this Policy, the individual responsible for chairing the meeting should require the alleged offender to leave the meeting and advise that individual that the meeting will be completed without them.

Outside of the context of a meeting, any school official who observes or is the victim of conduct that violates this Policy should calmly and politely request that the alleged offender immediately discontinue or correct the offending behavior. If the alleged offender continues to act inappropriately, the school official shall contact the building principal, the CEO, or the individual responsible for the event/activity.

If at any time any individual threatens harm or makes inappropriate physical contact with another individual, law enforcement should be promptly notified.

Complaint and Resolution Procedures

Individuals who believe they have been treated in a way that is not consistent with the standards outlined in this Policy are encouraged to file a complaint in accordance with the procedures outlined herein. As a general matter, complaints should be made directly to the individual involved. If the complaint remains unresolved, it should be reviewed through successive administrative levels (i.e. principal/supervisor, CEO).

Depending on the specific circumstances and allegations asserted in the complaint, the CEO or designee may direct the complaint to be handled through an alternative procedure where such a procedure is afforded by law or other Policy.

Violations

Individuals who violate this Policy may have restrictions imposed on their right to be present on School property and/or at School-sponsored events or activities. Limitations may also be placed on an individual's right to interact with members of School staff.

Violations of this Policy may also be reported to law enforcement or other applicable authorities, as appropriate under the circumstances.