

## CIVILITY

Wrangell Public Schools believes that a safe, civil and respectful environment is essential to the successful operation of schools. Conversely, uncivil conduct (see definition) interferes with students' ability to learn, a school's ability to educate its students, and an administrator's ability to manage and lead the school community.

Through participation in school activities and/or school sponsored activities, students, staff, parents, community members and administrators shall be accountable for the promotion of and demonstration of civil conduct, communication, and problem solving throughout the school district or at locations of school-sponsored activities. The District is committed to support this expectation and will not condone, nor accept uncivil conduct (see definition) on school grounds, at school-sponsored activities or in verbal, written or electronic communications whether by students, staff, parents, community members or administrators.

This policy promotes mutual respect, civility, and orderly conduct among district employees, parents, and the public. This policy is not intended to deprive any person of his/her right to freedom of expression, but only to maintain, to the extent possible and reasonable, a safe, harassment-free workplace for our students and staff. In the interest of presenting district employees as positive role models to the students of this district as well as the community, Wrangell Public Schools encourages positive communication and discourages volatile, hostile or aggressive behavior.

The purpose of the Wrangell Public Schools' Civility Policy is:

1. To promote an environment that is safe, productive and nurturing for students;
2. To provide students with appropriate models for civil and respectful communication and problem-solving; and
3. To support respectful and civil interaction and communication among students, staff, parents, community members and administrators.

Any individual who:

1. Threatens the health and safety of students or employees; or
2. Publicly demeans students or employees on school property or at a school-sponsored event; or
3. Uses loud, demeaning, or offensive language, including, but not limited to, inappropriate comments based on race, religion, gender, sexual orientation, disability, or other hurtful language; or
4. Is verbally or physically intimidating; or
5. Has repeatedly engaged in unscheduled and disruptive interaction with students or employees; or
6. Harasses students or employees as defined in Board policies;

will be deemed to have violated this policy. A violation that occurs in the presence of students or is directed toward students will be considered a more serious offense.

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Uncivil Conduct:

Definition: Conducting one's self in a discourteous or disrespectful manner when communicating or interacting with others.

Uncivil Conduct includes, but is not limited to, behaviors such as

- directing vulgar, obscene or profane gestures or words at another individual
- taunting, jeering, inciting others to taunt or jeer at an individual
- interrupting another individual repeatedly or raising one's voice in anger at another person
- imposing personal demands at times or in settings where they conflict with assigned duties and cannot be reasonably met
- using derogatory epithets
- gesturing in a manner that puts another in fear for his/her personal safety
- invading the personal space of an individual after being directed to move away
- physically blocking an individual's exit from a room or location
- remaining in a classroom or school area after a teacher or administrator in authority has directed one to leave
- violating the privacy of another individual's belongings (except for lawful searches by school officials conducted in connection with administration of school rules and applicable laws)
- or other similar disruptive conduct.

“Uncivil conduct” does not include the expression of controversial or differing viewpoints that may be offensive to some persons, so long as: 1) the ideas are presented in a respectful manner and at a time and place that are appropriate, and 2) such expression does not materially disrupt, and may not be reasonably anticipated to disrupt, the educational process.

The Superintendent or designee shall communicate this policy annually with students, staff, parents, community members and administrators.

The Board will not tolerate violations of this policy, and employees violating this policy will be subject to discipline.