



## **BDCHS Civility Policy**

The Board of Directors and Administration must keep the school and administrative offices free from disruptions and prevent unauthorized persons from entering school grounds or school related activities. The purpose of this policy is to set clear expectations for civil behavior that support a safe, welcoming, and nurturing environment on school property and at school-related activities.

Accordingly, this policy promotes mutual respect, civility and orderly conduct among school employees, parents, students, volunteers and the general public. We do not intend this policy to deprive any person of his or her right to freedom of expression. Rather, we seek to maintain, to the extent possible and reasonable, a safe, harassment-free work-place for our students and staff. In the interest of presenting teachers and other employees as positive role models, we encourage positive communication and discourage demeaning, volatile, hostile, or aggressive actions.

**Expected behaviors** include but are not limited to:

- Respect and courtesy in language, demeanor, and actions
- Moderate tone and volume of voice
- Active and respectful listening
- Respectful acknowledgment of cultural differences
- Respect for the personal, civil and property rights of others
- Appropriate and courteous use of telephone, public address system, radios, and any other verbal communication device
- Appropriate and courteous written/electronic communication, including notes, letters, email, and text messages

**Unacceptable behaviors** include but are not limited to:

- Rude, insulting, or demeaning language and/or actions
- Persistently unreasonable demands
- Intrusive and/or interruptive behavior
- Displays of temper
- Harassment and intimidation
- Threatening and/or abusive gestures and behavior

**Procedure**

**Disruptive individual must leave school grounds**

Further action may be taken depending on the severity of the behavior.