

## 9160 CIVILITY

Ensuring a positive and respectful environment for all students and staff while in school and when participating in all school-sponsored activities is a fundamental objective of the Princeton Public Schools Board of Education. The Board believes that Princeton Public School's Board of Education members, district employees (including administrators, teachers, and support staff), and parents serve as role models for our students, and they should model positive relationships through their treatment of each other.

To this end, the Board believes that a strong civility policy serves the district's educational mission and its goal to prepare students for a life of joy, meaning and purpose. The Princeton Public School's Board of Education members and employees will ensure a positive and respectful learning environment by treating students, parents, guardians and other members of the public with courtesy, respect, dignity and kindness. The Board expects the same consideration in return from the community for the district's employees and board members.

It is the intent of the Board to promote mutual respect, civility, and orderly conduct among its employees, parents, students, and the public. It is not the intent of the Board to deprive any person of his or her right of freedom of expression. The Board encourages positive communication among all stakeholders. It finds loud, offensive, inappropriate, intolerant speech and threatening behavior unacceptable.

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; 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 towards students will be considered a more serious offense.

This policy applies to any conduct by board members, or employees, and parents in the presence of students on school property or at school-sponsored events, including sporting events and concerts. Any employee who observes, is told of, or is the victim of conduct that violates this policy shall calmly and politely request the offender to correct the offending behavior and shall immediately report the incident to the offender's supervisor (if the offender is an employee). Failure to report such incidents may result in discipline. If corrective action is not taken by the offender and/or the behavior is ongoing, the employee will, if possible, enlist the assistance of an administrator to attempt to immediately restore civility. If an administrator is not available and/or civility is not restored, the employee shall leave the situation as quickly as possible, instructing the offender that communications are terminated and directing the offender to leave school property.

If the employee is the victim of a violation of this policy, the employee shall promptly report the occurrence to their administrator/Principal and submit a written report. When a student is a victim of a violation of this policy, the Board encourages prompt reporting in writing to an administrator or Principal. The Principal must share this report with the employee's supervisor, if it is someone other than the Principal. When a student is a victim of a violation due to the behavior of an employee, the Principal must share this report with the Superintendent or their designee.

The Superintendent and/or his/her designee shall distribute this policy annually prior to or at the beginning of the school year.

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

Adopted: 22 March 2011  
Revised: 15 November 2016  
Revised: 13 December 2016

