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**CIVILITY POLICY**

School personnel, parents, and students are required to be civil in all of their interpersonal school-related interactions. Civility does not require unqualified agreement or conformity of opinion. An expression of disagreement or a discussion of a controversial viewpoint is not uncivil if such expression or discussion is appropriately and respectfully presented and does not disrupt a school-related activity.

For purposes of this policy, to be civil means to act with self-discipline in a courteous, respectful and orderly way in every interpersonal communication and behavior with the goal of providing a safe and harassment free environment for our students and staff while maintaining individual rights to freedom of expression.

Examples of uncivil conduct may include, but is not limited to:

- 1) using an inappropriately loud voice;
- 2) using profane, vulgar, or obscene words or gestures;
- 3) belittling, jeering, or taunting;
- 4) using personal epithets;
- 5) using violent or aggressive gestures or body-language;
- 6) repeatedly and inappropriately interrupting another speaker;
- 7) repeatedly demanding personal attention at inappropriate times;
- 8) purposefully and inappropriately invading personal space;
- 9) purposefully ignoring appropriate communications;
- 10) wrongfully interfering with another person's freedom of movement;
- 11) wrongfully invading another person's private possessions; or;
- 12) any other behavior that inappropriately disrupts school-related activities.

In the event that any party is uncivil during a school-related activity, the following steps may occur:

1. **Communicate** - The party experiencing the uncivil behavior will communicate that the behavior is not civil and uncivil behavior must cease immediately.
2. **End Activity/Meeting** - If the uncivil party fails to correct the uncivil behavior as directed, the affected party shall end the activity/meeting.
3. **Referral** - The reporting party shall refer the situation to the school administration with a written summary of the uncivil behavior and how he/she responded.
4. **Consequence**- If it is determined that uncivil behavior occurred, proper disciplinary action will be taken, which may include student suspension or expulsion, parent/guardian removal from school events and activities, and/or may result in staff discipline possibly leading up to and resulting in termination