



CIVILITY POLICY

PURPOSE:

The purpose of the Promontory School of Expeditionary Learning's Civility Policy is:

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

DEFINITION:

UNCIVIL CONDUCT: 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 reasonably be 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 the 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.

IMPLEMENTATION OF THE CIVILITY POLICY:

The Promontory School of Expeditionary Learning School Board believes that a safe, civil, and respectful environment is essential to the successful operation of schools. All members of the Promontory community are expected to model our RISE FAR values. Conversely, uncivil conduct 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 or at locations of school-sponsored activities.

Promontory School is committed to support this expectation and will not condone or accept uncivil conduct on school grounds, at school-sponsored activities, or in verbal, written or electronic communications whether by students, staff, parents, community members, or administrators.

In all cases, individuals who believe they have been treated in an uncivil or disrespectful manner are expected to address the concern promptly through direct and appropriate communication with the individual(s) involved. When direct communication is not possible, not appropriate, or has been unsuccessful, individuals may seek assistance from a school administrator or supervisor to facilitate resolution and ensure proper procedures are followed.

Severe, repeated, or ongoing acts of uncivil conduct will not be tolerated and may constitute violations of other Promontory School of Expeditionary Learning Board policies. Such uncivil conduct may constitute a violation of school policy and may result in corrective or disciplinary action, as applicable. Nothing in this policy limits the authority of school officials to maintain order, ensure a safe and respectful environment, or enforce school rules, board policies, and applicable laws.

The Director or designee shall ensure this policy is clearly communicated on an annual basis to students, staff, parents, community members, and administrators.