

Subject: **ADULT CODE OF CONDUCT**

## **I. Introduction**

The mission of the Plainview-Old Bethpage Central School District is to provide an academically challenging and stimulating environment for all students, and to enable them to realize their full potential to be well adjusted, empathetic, good citizens of the world. We do this, in part, by making tolerance, acceptance, respect, honesty and kindness expectations for all students, and for all members of the Plainview-Old Bethpage school community.

The Board of Education (“Board”) is committed to providing an educational environment that promotes respect, dignity, kindness and equality where employees, visitors and other essential partners receive, exhibit and expect civility so that district personnel may deliver quality education without disruption or interference. The district has a long-standing set of expectations for conduct on school property, at school functions and in connection with school programs, events and activities. These expectations are based on the principles of civility, mutual respect, citizenship, character, tolerance, empathy, honesty and integrity. Responsible behavior by all district personnel, parents/guardians, visitors and other essential partners is important to achieving this goal.

The Board recognizes the need to outline these expectations for acceptable conduct by and between adults on school property, at school functions, and in connection with school programs, events and activities on school property or off school property where such conduct creates or would foreseeably create a risk of substantial disruption within the school environment. Where it is foreseeable that the inappropriate conduct might reach school property and to ensure that consequences and/or discipline, when warranted, are/is administered promptly and fairly, the Board adopts this Adult Code of Conduct as a complement to existing policies, regulations and rules, including but not limited to the District’s Code of Conduct, so that essential partners are able to govern their activities and interactions with each other on school property, off school property as set forth in this Policy, and in connection with and/or during school sponsored programs, events, and activities. Unless otherwise indicated, this Code applies to all school personnel, parents/guardians, visitors and other essential partners when on school property, when off school property as set forth in this Policy and in connection with and/or during school sponsored programs, events and activities.

Therefore, it is the policy of the District to prohibit bullying, cyber bullying, harassment, discrimination and all other acts of incivility by and between all essential partners on school property, school transportation, and in connection with all school sponsored

programs, activities, events and functions including those that occur off school property where such acts create or would foreseeably create a risk of substantial disruption within the school environment.

## **II. Definitions:**

Discrimination means unlawful treatment or consideration of, or unlawfully making a distinction in favor of or against, a person based on the group, class, or category to which the person belongs; this shall include unlawful discrimination against any employees on school property, at a school function, including, but not limited to unlawful discrimination based on a person's actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender or sex.

"Harassment" or "Bullying" shall mean the creation of a hostile environment through acts of physical, verbal, intimidation, and relational aggression.

- a. Such definition shall include acts of harassment, bullying and/or discrimination that occur:
  - i. On school property;
  - ii. At a school function;
  - iii. Off school property and: creates or may create a risk of substantial disruption within the school environment; where it is foreseeable that the conduct threatens, intimidation or abuse might reach school property; where such acts create or would foreseeably create a risk of substantial disruption within the school environment; and/or where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property. This also includes the use of social media as a tool for the disruption.

"Essential Partners" Essential partners include but are not limited to the Superintendent, administrators, teachers, coaches, advisors, support staff, all other employees, Members of the Board of Education, parents/guardians, community members, community organizations and all businesses that maintain a relationship with the Plainview-Old Bethpage CSD. Responsibilities for essential partners are listed below and can also be found in the District's Code of Conduct.

## **III. Responsibilities & Expectations of Essential Partners**

The School District recognizes that the education of children is a joint responsibility of the parents/guardians and the school community. In addition, the District has a long-standing set of expectations for conduct on school property and in connection with school sponsored programs, events and activities. These expectations are based on the principles of civility, kindness, mutual respect, citizenship, character, tolerance,

empathy, honesty and integrity. Our objective is to provide an environment in which all students and stakeholders feel safe, respected and fairly treated.

The Board of Education expects all school personnel to extend every courtesy to the community and to render assistance to the extent possible to the parents/guardians of all school children. The community and the staff are encouraged to participate in activities which are deemed to be in the best interest of the school district and the children therein.

The entire staff of the School District shall be encouraged to share in the development of a positive school-community relations program. In addition, this shall apply to consultants, agencies, institutions, advisers, etc., and all individuals and/or organizations who are engaged in an activity in the School District.

Just as school personnel are expected to render assistance and treat all constituents with dignity and respect all other essential partners are expected to treat school personnel with dignity and respect. When communicating, all essential partners are expected to do so respectfully, professionally, and without malice.

Acts of harassment, bullying, cyber bullying, and unlawful discrimination are prohibited, whether they are committed directly or indirectly, in person (face-to-face), through the use of technology, or by the use of any method of communication, including but not limited to electronic communication. Individuals engaging in such prohibited behavior may be subject to consequences and/or discipline.

Adopted: 04/11/2016