

Subject: Civility Policy

- I. The Kettle Falls School District believes that a safe, civil environment is essential to high student and staff achievement, to the free exchange of ideas central to a quality educational process, and to the development of youth as thoughtful participants in our democracy. Conversely, uncivil conduct, like other forms of disruptive behavior, interferes with a student's ability to learn and a school's ability to educate its students.
- II. The KFSD Board of Directors encourages administrators, faculty, staff, students, volunteers, and other community members to participate in maintaining a clear expectation of civil conduct and problem-solving throughout the school district. Thus, uncivil conduct on school grounds or at school-sponsored activities, whether by staff, students, parents, volunteers, or other district visitors shall not be tolerated.
- III. For the purposes of this policy, "uncivil conduct" includes, but is not limited to, the following: directing vulgar, obscene or profane gestures or words at another individual; taunting, jeering, or inciting others to taunt or jeer at an individual; raising one's voice at another individual; using a tone of voice indicating anger or hostility; repeatedly interrupting another individual who is speaking at an appropriate time or place; using sarcasm in anger; using personal epithets; gesturing in a manner that puts another in fear for his/her personal safety; 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 district officials conducted in connection with the administration of district rules and applicable laws; or other similar disruptive conduct.
- IV. 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. Thus, this policy is not intended to deprive any person of his/her right to freedom of expression.
- V. Individuals who have demonstrated uncivil conduct shall be subject to the appropriate administrative action in accordance with school district policy/procedures, law, student rights and responsibilities, and/or any applicable collective bargaining agreements.
- VI. No retaliation will be tolerated against individuals for working in good faith under this policy and its related procedures to resolve concerns.
- VII. If any part of this policy or its related procedures is found to be unlawful or unenforceable by a court of competent jurisdiction, the remaining provisions shall remain in full force and effect to the full extent permitted by law.