

## **DAILEY ELEMENTARY CHARTER SCHOOL**

### **CIVILITY POLICY**

Maintaining an environment supportive of learning and free of disruptive conduct is important to the success of our children's education. To further this goal, it is the intent of Fresno Innovative Charter Schools, Inc., Dailey Elementary Charter School to promote, through this policy, mutual respect, civility and orderly conduct among FICS employees, parents/guardians, and other members of the public. It is also the intent of this policy to encourage positive communication and discourage disruptive, volatile, hostile or aggressive communication or actions. Furthermore, this policy is intended to maintain, to the extent possible, a safe, harassment-free workplace for teachers, students, administrators, other staff, parents/guardians and the public. It is not the FICS's intent to deprive any person of his/her right to freedom of expression. FICS encourages the public's cooperation with and adherence to this policy.

#### Expected Level of Behavior

1. FICS employees and representatives should treat parents/guardians and other members of the public with civility, courtesy and respect.
2. Parents/guardians and other members of the public should treat staff and students and each other, while on school grounds and/or participating in school-related activities, with civility, courtesy and respect.

#### Unacceptable/Disruptive Behavior

Any conduct that disrupts or interferes with the discipline, good order, lawful conduct or administration of any school class or activity of the school, constitutes unacceptable conduct behavior. Unacceptable conduct includes but is not limited to:

1. Disruption of or threats to disrupt school classrooms, activities, and/or operations;
2. Threats to the health and safety of students or FICS employees;
3. Battery or assault upon students, FICS employees or other persons;
4. Using obscenities or speaking in an insulting and/or demeaning manner; and/or
5. Unauthorized entry onto school premises.

#### Legal Reference:

#### EDUCATION CODE

- 32210 Willful disturbance of public school or meeting
- 44810 Willful interference with classroom conduct
- 44811 Disruption of classwork or extracurricular activities

#### PENAL CODE

- 415.5 Disturbance of peace of school

416 Assembly to disturb peace; refusal to disperse

626-626.10 Crimes on school grounds

627-627.8 Access to school premises

Policy Fresno Innovative Charter Schools, Inc.

adopted: August 1, 2010

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## **Civility Policy**

### **Recourse Available for Unacceptable/Disruptive Conduct by Parents/Guardians and Other Members of the Public**

The following are examples of ways by which FICS employees, depending on the circumstances presented, may resolve situations involving parents/ guardians and other members of the public who violate the Civility Policy.

#### **1. Provision of Civility Policy:**

The FICS employee may provide to the offending person a written copy of this policy at the time of the occurrence.

#### **2. Request to Cease and Desist Behavior:**

FICS employees may request any parent/guardian or other members of the public who engages in unacceptable and/or disruptive conduct, as described above, to immediately cease his/her conduct and to act and speak civilly, or may report such person and conduct to the appropriate site Principal or designee.

#### **3. Termination of Activity:**

If the offending person does not cease his/her inappropriate conduct and/or communication after being requested to do so, the appropriate administrator may verbally notify the offending person that the meeting, conference, telephone conversation, or any other activity is terminated. The FICS employee or administrator may terminate personal contact with the offending person. In that event, the FICS employee or site administrator and the offending person may continue to communicate in writing, if appropriate, regarding the subject matter of the conference, telephone conversation, or other activity that was terminated.

#### **4. Request to Leave School Grounds/Report to Law Enforcement:**

If the meeting, conference, or other conduct is on school premises, or interferes with, or is disruptive of school or school activities, the Principal or their designee may issue a formal warning, notify the offending person to promptly leave the school grounds and not return pursuant to Education Code 33210, 33211, 44810, 44811 and Penal Code 626.7, 626.8 and 653.

#### **5. Handling Violence, Threat, Battery or Other Illegal Action:**

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Adopted/Ratified: August 1, 2010  
Revision Date: March 15, 2011

When violence, threat, assault, battery or other illegal action is threatened or directed, FICS employees may: (1) report the occurrence to their principal, (2) report the incident to law enforcement officials.