

STAFF CONDUCT

The Board reaffirms one of the oldest beliefs in education: One of the best methods of instruction is that of setting a good example.

The Board expects that the staff of the district will strive to set the kind of example for students that will serve them well in their own conduct and behavior which will contribute toward an appropriate school atmosphere.

To that end, in dress, conduct, and interpersonal relationships, all staff will recognize that they are being continuously observed by students and that their actions and demeanor is reflected in the conduct of the students.

The relationship between the teacher and the students is one of cooperation, understanding, and mutual respect. The teacher has a responsibility to provide an atmosphere conducive to learning, and to motivating each student to perform to his/her capacity. Care will also be taken by all staff members to avoid making deprecatory comments to students regarding the school or its staff.

The teacher will strive to secure individual and group discipline, and will be treated with respect by the students. Teachers will extend to students the same respect and courtesy which they, as staff members, have a right to demand.

Although it is desired that teachers have a sincere interest in students as individuals, partiality must be avoided and teacher-pupil friendship must be on a teacher-pupil basis. Excessive informal and social involvement with individual students and "pal-like" relationships give rise to charges of partiality and excessive personal involvement. Such relationships are disruptive to the school, undermine school authority and adversely affect working relationships.

In recognition of the fact that sexual harassment (verbal or physical) may create a psychologically harmful atmosphere, inhibit performance, undermine the integrity of the staff-student relationship, and may be illegal, the Board prohibits all forms of sexual remarks or sexual conduct between staff and students of the district. Discussions regarding the topic which relates to the educational mission of the district are excluded from this policy.

Incidents of sexual harassment will be reported to appropriate administrative or supervisory personnel in accordance with established grievance procedures and policy ACA, GBEA.

Adopted: 11/14/94
Revised: 03/09/98
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