

# SMYRNA SCHOOL DISTRICT

## *POLICY*

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<b>Section:</b>	<b>1000 Community Relations</b>	<b>Office Responsible:</b>	<b>Human Resources</b>
<b>Policy:</b>	<b>1100 Civility</b>		
<b>Related Policies:</b>	<b>N/A</b>	<b>Admin Procedures</b>	<b>N/A</b>

### **I. Purpose**

The Smyrna School District Board of Education believes that a safe, civil environment is essential to high achievement for staff and students. District administration and staff are held to high expectations with regard to the respectful treatment of parents/guardians and other members of the public and expect the same consideration in return. This policy has been developed in addition to applicable policies governing staff and student expectations of conduct. The District is committed to maintaining a positive environment for students, staff, and community members and will work tirelessly to limit any Abusive Conduct that may occur toward any staff member/administrator by the school community.

### **II. Authority**

*Delaware Code, Title 14 § 1049 Policy Making*

### **III. Definitions**

**School Community:** The various individuals, groups, businesses, and institutions that are invested in the welfare and vitality of the Smyrna School District and the community it serves. *School Community* does not include students or employees of the Smyrna School District.

**Ban:** School Community Member is unable to attend school events and/or activities for the remainder of the school year.

**Removal:** School Community Member must leave the event and/or activity.

**Abusive Conduct:** Any conduct, speech, or action which:

- a. Involves the use of obscene, discriminatory, and/or otherwise patently offensive language which disrupts or threatens to disrupt school/office operations;
- b. Is harassing, demeaning, or threatening;
- c. Amounts to unauthorized or prohibited entry onto District property, or the failure to leave District property when directed to do so.

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### IV. Policy Statement

#### Abusive Conduct in Schools

If any member of the school community engages in Abusive Conduct towards any District employee while on district property, at a district sponsored event or utilizing district electronic communications/social media, the employee may:

- a. Request that the person cease engaging in the Abusive Conduct; and/or
- b. Notify the Building Principal, Assistant Principal, Supervisor and/or Central Office Administrator that the Abusive Conduct is occurring.

If so notified, the Building Principal, Assistant Principal, Supervisor and/or Central Office Administrator shall assess and determine if the behavior is Abusive and may:

- a. Confront the person engaging in Abusive Conduct and attempt to de-escalate the situation,
- b. Request the person engaging in Abusive Conduct to leave district property or the district event, and/or,
- c. Contact law enforcement.

The district may block any member of the school community who engages in Abusive Conduct from access to district electronic communication and social media and if appropriate notify law enforcement.

Smyrna School District Staff may be removed from District events. Actions beyond removal will be deferred to District Human Resources.

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Nothing herein shall prevent any employee from directly contacting law enforcement to report Abusive Conduct or other safety concerns.

### **Remedy for Abusive Conduct**

Should any individual perpetrate Abusive Conduct towards any District employee, the District may consider options to limit and/or monitor interaction and/or communications including, but not limited to: Directing any necessary communications between the involved individuals be channeled through a Building Principal, Assistant Principal, Supervisor, and/or District Level Administrator, and/or banning of the individual in question from District property and/or from the activity.

Any School Community Member that has been banned from district events and/or activities may appeal the decision in writing to the Superintendent or designee. The Superintendent or designee will review the facts/findings with the Administrator who made the determination to ban within ten business days. The Superintendent or designee will respond to the School Community Member in writing within ten business days after the conclusion of the facts/findings review. This decision will be final.

### **Documentation**

A copy of this policy is available on the District website and in all administrative offices. In the event of a policy violation, the employee that witnessed the incident will notify his/her supervisor in a timely manner.

*\*Italics indicate Delaware Regulation Administrative Code Title 14 wording.*

**Board Approval Acknowledged by:**



Smyrna School District Board of Education

Policy Manual

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Christine Malec, President  
Smyrna School District Board of Education

### **Policy Actions**

Adopted: 06/14/2023

Revised: 08/28/24