

## Civility

The Board recognizes the diversity of students, staff, parents, and community members of our school district and acknowledges the importance of fostering an atmosphere that supports a culturally responsive learning environment and dignified workplace. The North Kitsap School District staff will treat parents and other members of the public with respect and expect the same in return. The District is committed to maintaining orderly educational and administrative processes to keep schools and administrative offices free from disruptions and preventing unauthorized persons from entering school/district grounds. The Board will not condone uncivil conduct on school grounds or at school-sponsored activities.

This policy promotes mutual respect, civility and orderly conduct among District employees, parents and the public. This policy is not intended to deprive any person of his/her right to freedom of expression, but to maintain a safe, harassment-free workplace for our students and staff. The District has policies against discrimination, harassment, and sexual harassment, and specific conduct codes. Nothing in this policy is intended to interfere with the ability of school officials to maintain order and discipline in the schools or to enforce school rules and applicable laws or to interfere with the right of individuals to bring violations of District policies to the attention of administrators.

In the interest of presenting District employees as positive role models to the children of this District, as well as the community, the North Kitsap School District encourages positive communication, and discourages volatile, hostile or aggressive speech and/or actions. The District seeks public cooperation with this endeavor. The Superintendent shall develop procedures for implementing this policy.

### Legal References:

- [RCW 28A.635.010](#) Abusing or insulting teachers, liability for -- Penalty
- [RCW 28A.635.020](#) Willfully disobeying school administrative personnel or refusing to leave public property, violations, when -- Penalty.
- [RCW 28A.635.030](#) Disturbing school, school activities or meetings -- Penalty.

### Cross Reference:

- Policy 4200 – Safe and Orderly Learning Environment
- Policy 3200 – Student Rights and Responsibilities
- Policy 3207 – Prohibition of Harassment, Intimidation, and Bullying
- Policy 3210 – Nondiscrimination

Adopted: September 12, 2019  
North Kitsap School District