

CIVILITY

Members of the Milford School Department staff will treat parents and other members of the public with respect and expect the same in return. The district must keep schools and administrative offices free from disruptions and prevent unauthorized persons from entering schools and school grounds.

Accordingly, this policy promotes mutual respect, civility, and orderly conduct among school employees, parents, and the public. We do not intend this policy to deprive any person of his or her right to freedom of expression. Rather, we seek to maintain, to the extent possible and reasonable, a safe, harassment-free workplace for our students and staff. In the interest of presenting teachers and other employees as positive role models, we encourage positive communication and discourage volatile, hostile, or aggressive actions. We seek public cooperation with this endeavor.

I. Disruptive Individual Must Leave School Grounds.

Any individual who disrupts or threatens to disrupt school or office operations, threatens the health and safety of students or staff, willfully causes property damage, uses loud and/or offensive language that could provoke a violent reaction, or who has otherwise established a continued pattern of unauthorized entry on school district property will be directed to leave the school or school property promptly by the school's principal or designee.

II. Directions to Staff in Dealing with Abusive Individual.

If any member of the public uses obscenities or speaks in a demanding, loud, insulting, and/or demeaning manner, the employee to whom the remarks are directed will calmly and politely warn the speaker to communicate civilly. If the abusive individual does not stop the behavior, the employee will verbally notify the abusing individual that the meeting, conference, or telephone conversation is terminated; and, if the meeting or conference is on school property, the employee shall direct the abusive individual to leave promptly. The employee shall report the incident to his/her immediate supervisor.

III. Anonymous caller.

School employees will not enter conversations or receive telephone calls unless the individuals are identified by name to the school employee.

IV. Loss of privilege.

Upon recommendation of the superintendent, and with a majority vote of the appropriate school committee, individuals with a history of inappropriate behaviors may be barred from all school property for a time to be determined.

V. Legal Assistance.

The schools reserve the right to seek appropriate legal assistance to resolve, current or continuing conflicts, including forced removal restraining orders, or notice of trespass.

Adopted: 2/24/99