



POLICY NO. 1010

RESPECT AND CIVILITY IN BROWARD COUNTY PUBLIC SCHOOLS

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA (HEREINAFTER REFERRED TO AS "THE BOARD") IS COMMITTED TO PROVIDING NURTURING AND ORDERLY ENVIRONMENTS WHERE STUDENTS, STAFF, AND THE COMMUNITY MAY GROW, LEARN, AND WORK. THE PURPOSE OF THIS POLICY IS TO ENCOURAGE SOCIALLY CONSCIOUS ATMOSPHERES AND CULTURES WHILE PARTICIPATING IN SCHOOL BOARD SPONSORED ACTIVITIES OR ON DISTRICT-OWNED PROPERTIES. THIS POLICY IS NOT INTENDED TO DEPRIVE ANY PERSON OF THEIR RIGHT TO FREEDOM OF EXPRESSION. IT IS THE INTENT OF THE BOARD TO STIMULATE CONSTRUCTIVE AND CIVIL DISCOURSE BY PROMOTING CONSIDERATION AND POLITENESS WHEN INTERACTING WITH TWO OR MORE ADULTS. AS A SUPPLEMENTAL DEVICE, THIS POLICY IS ESTABLISHED TO AUGMENT OTHER SIMILAR POLICIES THE BOARD HAS PREVIOUSLY ADOPTED.

ARTICLE I. Core Values

The District has established five (5) Core Values - **Student Focus, Teaching Excellence, Accountability, Respect, and Safety**. Through the commitment to these core values, our vision is realized, to create ideal environments that inspire, energize, and motivate our students to succeed in tomorrow's world. When our District models the Core Values, it creates a better environment for our students and the individuals we serve.

ARTICLE II. Objective

Broward County Public Schools ("BCPS") values all members of the community and recognizes that respectful and caring surroundings are vital in safeguarding the health and well-being of our community. BCPS expects all parents or guardians, and any member of the public who are participating in school-board sponsored activities or while on District-owned property, to interact with each other in a civil manner through positive communication and actions. In such settings, all individuals are expected to avoid situations that may incite violence or create a breach of peace. A community that works and acts together is crucial in guiding our students to reaching their highest potential.

ARTICLE III. Character Traits

Under this policy, we ask that all persons model the district's eight-character traits: **Cooperation, Responsibility, Citizenship, Kindness, Respect, Honesty, Self-control, and Tolerance**. In the interest of exhibiting as positive role models for tomorrow's leaders, all persons shall remain professional and display proper decorum while participating in school-board sponsored activities or while on District-owned property. In times of opposition, we shall draw strength from our differences and build on our similarities. These character traits and practices are permanent and fundamental virtues of BCPS.

ARTICLE IV. Prohibited Conduct

It shall be prohibited for any interactions between two or more adults to engage in, or to encourage others to participate in, conduct that is disruptive, intimidating, and aggressive, while on District-owned property or participating in a school-board sponsored activity. Conduct resulting in the damage of personal or District-owned property is strictly forbidden. Any conduct (either in-person or electronically) that disrupts any orderly operations of a school, or school-board sponsored activity is unacceptable.

ARTICLE V. Remediating Policy Violations

It is the intent of this policy to cordially address and resolve conduct outlined in Article IV in a progressive and mature manner. To gradually remedy a policy infraction, individuals shall pursue the following progressive actions if they perceive they have witnessed or been subjected to such offending conduct:

- A. Provide notice to the offending party by first calmly having a conversation with the individual(s) involved, referring to this policy, and explain that their action(s) are inappropriate and request that they cease the inappropriate behavior.
- B. If the inappropriate behavior persists, then any available administrator should be contacted and asked to intervene. The administrator will explain to the offending party that their conduct violates school board policy and that if the offending party does not cease the inappropriate behavior, they will be asked to leave the District-owned property, meeting, or the school-board sponsored activity. If the offending party continues to engage in an uncivil or non-respectful manner, they will be asked to leave the District-owned property, meeting, or the District sponsored event. If an individual refuses to leave as requested or returns before the applicable period of time, the administrator may terminate the meeting or request that the District's Special Investigative Unit or a law enforcement official intervene.
- C. Retaliation will not be tolerated against individuals for working in good faith under this policy and its related actions to remedy a violation.

- D. Repeated violations may result in additional actions, such as prohibiting the offending party from participating in future school-sponsored activities for a defined period of time or limiting their access to District-owned properties.
- E. All complaints, whether reported orally or in writing, will be acted upon in real-time, immediately following receipt of the complaint.
- F. Principals, or other appropriate administrators, may report violations of this policy to the Superintendent, through their respective regional office. After review of any reported violations, regional offices may take appropriate action, up to and including referral to law enforcement for the filing of criminal charges.

Policy Custodian: Chief of Staff

Authority: F.S. §1001.32, §1001.41.

Former Policy Number: N/A

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