



Classical Preparatory School

Traditional Education. Transformational Learning.

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8380 - RESPECT AND CIVILITY

Introduction

A child's education happens only through a partnership between the student, School, and District personnel, parent(s) or guardian(s), and the community. A partnership is an active state that includes sharing responsibilities, having meaningful communication, and welcoming participation. People will not always agree, and that can make partnerships difficult. Partnerships are most powerful when we agree on how to disagree. All stakeholders must remain civil in their discourse. The purpose of this policy is to provide rules of conduct for students, employees, parents, and visiting members of the public which permit and encourage effective communication between all stakeholders, while at the same time enabling the Board to identify and deal with those behaviors that are inappropriate and disruptive to the operation of the school. It is not the intent of the Board to deprive any person of his/her right to freedom of expression, and nothing contained in this policy is intended to restrict or chill an individual's free speech rights as determined by the forum in which the speech occurs. Public participation at school board meetings shall continue to be governed by Board Policy 0169.1 - Public Participation at School Board Meetings.

Expected Level of Behavior

- A. School personnel will treat students, parents, other members of the public, and each other with courtesy and respect.
- B. Students, parents, members of the public, and visitors to the school facilities will treat teachers, school administrators, other school staff, and each other with courtesy and respect.

Unacceptable/Disruptive Behavior

Disruptive behavior includes, but is not necessarily limited to,

- A. behavior which interferes with or threatens to interfere with the operation of a school, a classroom, an employee's office or office area, or a school event;
- B. using loud and/or offensive language, swearing, cursing, using profane language, or displays of temper;
- C. threatening to do bodily or physical harm, whether or not the behavior constitutes or may constitute a criminal violation;
- D. damaging or destroying school property;
- E. any other behavior which disrupts the orderly operation of a school, a school classroom; or
- F. abusive, threatening, or obscene phone calls, e-mails, voice mail messages, text messages, or other vexatious verbal/written communications.

Authority of School Personnel

- A. Authority to Direct Persons to Leave School or Board Premises

Any individual who displays the following behavior may be directed to leave the school premises by a school's principal or assistant principal, or in their absence, a person who is lawfully in charge of the school or a School Safety Guard;

- 1. disrupts or threatens to disrupt school operations;
- 2. threatens to do, attempts to do, or does physical harm to school personnel, students, or others lawfully on school premises;

3. threatens the health or safety of students or others lawfully on school premises;
4. intentionally causes damage to school property or the property of others lawfully on a school campus;
5. uses excessively loud or offensive language; or
6. without authorization comes on a school property or facility.

If the person refuses to leave the premises as directed, the administrator or other authorized personnel shall seek the assistance of law enforcement and request that law enforcement take such action as is deemed necessary. If the offender threatens personal harm, the employee may contact law enforcement. Based on the severity and/or frequency of any of the above-listed behaviors, an administrator may impose additional future restrictions on an offending individual (e.g. trespass, limitations on interaction with certain school personnel in the future, etc.).

B. Authority to Deal with Persons Who Are Verbally Abusive

If any member of the public uses obscenities or speaks in a demanding, excessively loud, insulting, and/or demeaning manner, the employee to whom the remarks are directed shall calmly and politely warn the speaker to communicate civilly.

If the verbal abuse continues, the employee to whom the remarks are directed may, after giving appropriate notice to the speaker, terminate the meeting, conference, or telephone conversation. If the meeting or conference is on school premises, any employee may request that an administrator or other authorized personnel direct the speaker to leave the premises promptly. If the person refuses to leave the premises as directed, the administrator or other authorized personnel shall seek the assistance of law enforcement and request that law enforcement take such action as is deemed necessary. If the employee is threatened with personal harm, the employee may contact law enforcement.

C. Abusive, Threatening, or Obscene E-mails, Voice Mail or Text Messages

If any employee receives an e-mail, voice mail, or text message which is abusive, threatening, or obscene, the employee is not obligated to respond. The employee may save the message and contact their Administrator (Principal or Director). The Administrator will try to resolve the issue and should advise the sender of this civility policy and then send a copy of the policy to them via email or mail. If further guidance is needed, the Administrator could contact the District Chief of Safety and Security for further guidance. If any type of written or verbal threat of harm is directed toward an employee, the employee may contact law enforcement.

Stakeholder Recourse

Any parent, visitor, student, or member of the public who believes they have been subjected to unacceptable/disruptive or retaliatory behavior on the part of a staff member should notify the staff member's immediate supervisor, who shall review the complaint and take appropriate action. Nothing contained in this policy shall impair a parent, visitor, student, or other members of the public's right to file a complaint or seek other recourses specifically provided for by law or Board Policy, and nothing contained in this policy is intended to diminish the behavioral or performance expectations established for staff members by law or Board Policy. Staff members who engage in any of the unacceptable/disruptive behaviors outlined in this policy are subject to appropriate disciplinary action, and may also be subject to any of the outcomes listed herein.

Criminal Liability

Florida Statute 877.13 makes it unlawful for any person:

- A. knowingly to disrupt or interfere with the lawful administration or functions of any educational institution, school board, or activity on school board property in this state.

- B. knowingly to advise, counsel, or instruct any school pupil or school employee to disrupt any school or school board function or activity on school board property, or classroom.
- C. knowingly to interfere with the attendance of any other school pupil or school employee in a school or classroom.
- D. to conspire to riot or to engage in any school campus or school function disruption or disturbance which interferes with the educational processes or with the orderly conduct of a school campus, school, or school board function or activity on school board property.

This statute applies to all educational institutions, school boards, and functions or activities on school board property; however, nothing herein shall deny public employees the opportunity to exercise their rights pursuant to part II of chapter 447.

Any person who violates the provisions of this section is guilty of a misdemeanor of the second degree, punishable as provided in F.S. [775.082](#) or F.S. [775.083](#).

Legal F.S. 1001.41(2), 1006.145
 20 U.S.C. 1681 et seq.
 29 U.S.C. 621 et seq.
 29 U.S.C. 794 et seq.
 41 U.S.C. 1983, Civil Rights Act
 42 U.S.C. 2000 et seq.
 42 U.S.C. 12101 et seq.