

CIVILITY AND DECORUM

MSD of Wayne Township (“School District”) is dedicated to maintaining a supportive learning environment free from disruptive conduct. The School District, through this policy, intends to promote mutual respect, civility, decorum, and orderly conduct among employees, parents/guardians, and other members of the public.

School District employees, parents/guardians, and other members of the public are expected to treat one another with civility, courtesy, and respect during all School operations, programs, bus stops, and activities, including on school grounds or at school-sponsored events.

Respectful dialogue amongst employees, parents/guardians, and other members of the public is welcomed and even encouraged. This policy is not intended to stifle the expression of differing viewpoints, rather to promote problem-solving and the respectful communication of differing viewpoints. However, any conduct that disrupts or interferes with the good order or administration of any School District operation, program, or activity will not be tolerated.

Disruptive or uncivil behavior includes, but is not limited to:

- a. Actions taken or words conveyed with the purpose to intimidate, threaten, or harass;
- b. Using profanities or obscenities;
- c. Invading, or remaining, in one’s personal space after being asked to move away;
- d. Physically blocking others from moving about freely; or
- e. Using physical force, or threat of physical force.

An incident of uncivil or disruptive behavior from employees, parents/guardians, or other members of the public will be documented and should be sent to an appropriate District administrator.

Generally, the School District will address disruptive and uncivil behavior in a progressive manner. Usually, School District officials will first remind the individual to remain civil and be respectful and courteous to others. If disruptive and uncivil behavior continues, the School District may take the following, non-exhaustive actions: remove the individual from the general area to provide time for de-escalation; remove the individual from the area for the remainder of the meeting or event; implement a communication plan; and/or issue a no-trespass order. Administration reserves the right to address uncivil or disruptive behavior in whatever manner they deem appropriate consistent with the behavior.

Nothing in this policy shall prevent the School District from appropriately involving law enforcement or meeting reporting requirements under Indiana law.

For School District employees and students who behave in an uncivil or disruptive manner, appropriate disciplinary action will be taken in accordance with established School District policies, procedures, and handbooks.

The Superintendent or designee may develop administrative guidelines to implement this policy.

Legal Citation:
IC §20-33-9-10

MSD of Wayne Township, Marion County, Indiana

Adopted: March 7, 2022