CIVILITY STANDARDS

Politeness and civility in interpersonal relations are critical to the effective operation of the Governing Board. The District invites discussion and the exchange of alternative opinions in a continuing effort to improve the District and the outcomes for students. But disagreements must be addressed politely.

Administrators and employees shall treat others, including Board Members, administrators, employees, students, and members of the public, with respect, politeness and consideration in all contacts with others, whether in person, in writing or in electronic media. The District finds that fear, hostility and abusive conduct are not acceptable methods of management. Administrators and all employees in apposition of authority are prohibited from engaging in any form of abusive conduct with Board Members, administrators, employees, students, or members of the public.

“Abusive conduct” is defined by Government Code section 12950.1, subdivision (I)(2) as,” “conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer’s legitimate business interests. Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person’s work performance.”

Employees engaging in abusive conduct shall be warned that the conduct is not acceptable. A single act shall not constitute abusive conduct, unless especially severe and egregious. Repeated acts of abusive conduct will subject the employee to additional progressive discipline, up to termination of employment.