

Rockwell Charter High School Professional Interaction Policy

12/10/19

Effective immediately, parents, guardians, students, teachers, support staff, administration, and other community members and/or visitors to the school each have a fundamental right to be interacted with, spoken to, and otherwise treated respectfully. Even in the event sharp differences of opinion may exist, appropriate interactions are expected. Too often, not just students, but adults from any of the previously mentioned constituencies engage in dismissive and diminishing expressions and behavior that do nothing to further the opportunities for learning. This policy seeks to raise everyone's awareness of the mutual and reciprocal nature of respectful personal professional interactions that are necessary to conduct successful learning activities.

Consequences will be as follows:

Students – in accordance with current school rules, inappropriate expressions will follow the current consequences listed in school rules, including but not limited to verbal and written warnings, detentions, In-school suspension (ISS), out-of-school suspensions, or expulsion. Students expecting to be respected will extend respect to others.

Adult, teachers and support staff – in accordance with employee policies and procedures, employees will seek assistance and support when dealing with disrespectful students, fellow employees or non-employee adults. Other than in the event a physical threat (threat of physical violence or a weapon being present), the effort to deescalate the situation through discussion or seeking help from others are the best approaches. Adult employees, acting in their best interest and/or to help others, may need to resort to physical intervention according to law. Acting in a demeaning and undignified or unprofessional manner because of the immature or even disrespectful manner others may engage them in is unacceptable. Adult employees are subject to the following: verbal warning, formal reprimand, administrative leave, or loss of position, again, generally identified in the employee policies and procedures.

Adults, non-employees – based on the desire to have school be a safe place, non-employee adults will be asked to refrain from inappropriate commentary or activity up to two times. If unwilling to cooperate, law enforcement will be summoned to assist in their removal from school property. This may have to do with their inappropriate interactions with their own student in which case the Department of Child and Family Services (DCFS) may also be notified. If necessary, the school will pursue a legally binding no-contact order or other legal remedy if such behavior persists.

This policy will be reviewed periodically to make sure it is in line with current laws and rules governing such matters.