

Policy Code: 5023 Standards for Civility Parents, Spectators, Other Visitors and School Employees

Chapel Hill Carrboro City School seeks to create safe and supportive schools grounded in mutual respect, civility and orderly conduct between and among our school employees, volunteers, parents, spectators, and the general public. We seek to prioritize the social, emotional, and physical wellbeing of staff. The Board encourages constructive dialogue. As such, the Board emphatically denounces any behaviors which create a hostile environment and negatively impacts the safety of our school community.

Expected Behavior

We expect mutual respect even in the face of differences of opinion. School personnel will treat all members of our community with respect in order to create a culture of safety and wellness. We expect that all parents, spectators, and other visitors will treat school and district employees with the same courtesy and respect. We believe that staff deserve caring and professional work environments.

Unacceptable Behavior

The CHCCS Board supports many avenues for parents and students to express their opinions and provide critical and constructive feedback, including periods for public comment at each Board meeting. The Board expects that such feedback be provided without personal attacks, obscenities in the form of gestures or utterances, abuse directed toward our staff or a demonstrated pattern of profanity, vulgarity, or threatening language. The Board condemns abusive, profane, or threatening communications toward staff in connection with their employment by CHCCS, whether electronically or in person.

The Board further condemns behavior that interferes with or threatens to interfere with the operation of a classroom, an athletic event or practice, an employee's office area, or areas of a school or facility open to parents/ guardians and the general public. Examples may be:

- Fighting or other violent conduct
- Refusing to vacate a building
- Assaults or threats to do bodily or physical harm
- Stalking (online or physically)

We will continue to take any reasonable and necessary action to maintain the safety of our superintendent, all staff and students.

Reporting

We encourage all staff to report any form of abuse prohibited by this policy to their building administrator, department head, or immediate supervisor.

Any parent who believes he/she/they was subject to behavior in violation with this policy on the part of any staff member or volunteer should bring this to the attention of their school's principal or the employee's direct supervisor.

Authority of School Personnel

If adults are in violation of this policy in a manner that disrupts or may reasonably be expected to disrupt the educational environment and refuse to comply with this policy after at least one warning, then the superintendent or designee has the authority to limit the individuals' access to certain

avenues of communication with staff and/or prohibit the individual from coming onto school property or to school events to the extent necessary to prevent further disruption and protect the safety of staff, students, and visitors. Restrictions that prohibit an individual from coming onto school property or to school events may be appealed under the Board's grievance policies.

This policy is not intended to interfere with any activity protected by the [First Amendment](#) and shall be enforced equally to prevent disruptive, abusive, or threatening conduct without regard to the viewpoint expressed.

Legal Reference: [G.S. 115C-47, -288](#); [G.S. 143-318.17](#).

Cross reference: Board Policy 5020, 1740, 1750

Adopted: November 16, 2023

Chapel Hill-Carrboro Schools
