PARENT/GUARDIAN CONDUCT

I. Purpose

The purpose of this policy is to ensure a safe, respectful, and professional environment for all staff members and ensure that staff can carry out their duties without being subjected to harassment, abuse, or mistreatment by parents/guardians.

II. General Statement of Policy

A. Parents/guardians are expected to engage with staff in a respectful and professional manner, free from abuse, harassment, or mistreatment. The following behaviors are prohibited (non-exhaustive list):
    a. Verbal abuse, including shouting, insults, or use of profane language;
    b. Threatening gestures, statements, or actions;
    c. Physical aggression or intimidation; or
    d. Persistent or excessive communication.
B. Nothing in this policy is intended to interfere with a parent/guardian's ability to advocate for their child's educational needs or otherwise participate in their child's educational experience. However, conduct which is considered abusive, harassing, or mistreatment will not be permitted.

III. Definitions

The following definitions apply:

A. **Harassment**. Any repeated behavior or communication intended to intimidate, demean, or threaten a staff member.
B. **Abuse**. Any conduct that causes or threatens to cause physical harm or which causes emotional distress.
C. **Mistreatment**. Any action or behavior by a parent or guardian that is disrespectful or harmful, and which interferes with the staff member's ability to perform their duties effectively.
D. **Staff Member**. Includes teachers, administrators, support staff, and any other individuals employed or contracted by the District.

IV. Procedure

The following procedures apply:

A. Staff members who believe they have been subjected to harassment, abuse, or mistreatment should report incidents to their immediate supervisor in writing. Staff members should document dates, times, and details of the behavior. In addition, the staff member should detail any attempts made to prevent continued abuse, harassment, or mistreatment.
B. Upon receiving a report, the immediate supervisor will address the concerns with the parent/guardian to seek resolution. Resolution may include:
    a. A meeting to discuss concerns;
    b. Written communication alerting the parent/guardian of this policy;
    c. Creating a communication plan; or
    d. Taking other necessary or appropriate steps.
C. In the event parent/guardian continues to engage in conduct which would violate this policy, the District may:
    a. Issue a written warning;
    b. Restrict or limit the parent/guardian's access to District buildings;
    c. Prohibit communication with Staff member;
    d. Report to law enforcement;
    e. Take other necessary or appropriate steps.

Adopted: 02/04/2025

Legal Reference:

Cross Reference: