

## 4051

### Standards for Staff Interaction with Students

All staff members are expected to behave professionally and appropriately with all students at all times. Board policy number 4001 makes it clear that the Pawnee City School District does not discriminate on the basis of race, national origin, creed, age, marital status, sex or disability in its education programs, activities, or employment policies in compliance with Title VI and VIII of the Civil Rights Act, Title IX, the Rehabilitation Act, the Nebraska Equal Educational Opportunity Act, the Americans with Disabilities Act, and all other relevant civil rights statutes and regulations.

In addition to this prohibition against discrimination, staff members may not harass, demean, or insult students or staff for any reason, even if the statements are not motivated by unlawful discriminatory animus. Any staff member who violates this policy may face disciplinary sanctions including, but not limited to an oral or written reprimand, administrative leave with or without pay, termination or immediate cancellation of their employment.

Persons who believe that a staff member has violated this policy should (1) promptly discuss their concern with the staff member involved; and/or (2) promptly report the incident to the relevant building principal. The building principal will then consult with other members of the administrative team as necessary and will conduct an informal investigation and respond to the reported incident in a manner he/she deems appropriate.

Adopted on: March 14, 2011

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_