

CIVILITY

The County Board of Education (County Board) recognizes the impact that civility has on the effective operation of the Monterey County Office of Education (County Office), including its role in creating a safe and positive school climate and enabling a focus on student well-being, learning, and achievement. The County Board believes that each person should be treated with dignity and respect in their interactions within the school community.

The County Board understands that the First Amendment provides strong protection for speech. However, the County Board expects that all speech and expression will comport with norms of civil behavior on MCOE grounds, in MCOE facilities, during MCOE activities or events, and in the use of MCOE electronic/digital systems and platforms.

Civil behavior is polite, courteous, and reasonable behavior which is respectful to others and includes integrity, honesty, acceptance, timeliness, dependability, observance of laws and rules, and effective communication.

The County Board shall model civil behavior as an example of behavior that is expected throughout the MCOE. Practices that promote civil behavior include actively listening, giving full attention to the speaker, and refraining from interruptions; welcoming and encouraging participation, input, and feedback through stakeholder engagement; promptly responding to concerns; and embracing varying and diverse viewpoints. Such practices may be incorporated into governance standards adopted by the County Board.

Students, staff, parents/guardians, and community members should be educated in the recognition, development, and demonstration of civil behavior. Concepts of civil behavior and other related concepts may be incorporated in the curriculum, provided in staff development activities, and/or communicated by this policy to the school community.

Students, staff, parents/guardians, and community members shall not communicate or behave in a manner that causes disruption or hinders or threatens the orderly conduct of MCOE operations, the educational program, or any other MCOE program or activity.

Behavior by students or staff that is discriminatory, harassing, or intimidating, including sexual harassment, bullying, and/or hate violence or behavior that is in any other way unlawful, is prohibited.

Legal reference:

<u>Federal</u>	
200-262.4	Prohibition of discrimination
243.5	Assault or battery on school property

32210	<i>Willful disturbance of public school or meeting a misdemeanor</i>
32211	<i>Threatened disruption or interference with classes</i>
32212	<i>Classroom interruptions</i>
32280-32289.5	<i>Comprehensive safety plan</i>
415.5	<i>Disturbance of peace of school</i>
422.55	<i>Definition of hate crime</i>
422.6	<i>Interference with constitutional right or privilege</i>
44050	<i>Employee code of conduct; interaction with students</i>
44807	<i>Teachers' duty concerning conduct of students</i>
44810	<i>Willful interference with classroom conduct</i>
44811	<i>Disruption of classwork or extracurricular activities</i>
48900-48926	<i>Suspension and expulsion</i>
48907	<i>Student exercise of free expression</i>
48950	<i>Freedom of speech</i>
49330-49335	<i>Injurious objects</i>
51.7	<i>Freedom from violence or intimidation</i>
54954.3	<i>Opportunity for public to address legislative body</i>
54957.9	<i>Disorderly conduct of general public during meeting; clearing of room</i>
626-626.11	<i>School crimes</i>
627-627.10	<i>Access to school premises</i>
653.2	<i>Electronic communication devices, threats to safety</i>
653b	<i>Loitering about schools or public places</i>

Adopted: 11/10/21