

## Mutual Respect and Civility

### Statement and Purpose

The Wenatchee School District Board of Directors is committed to creating a safe, civil environment of mutual respect and shared responsibility for all of its stakeholders. This policy is designed to promote mutual respect, civility and orderly conduct between and among Board members, District employees, parents, volunteers, students and the public.

All District Board members, students, parents, staff, volunteers, and members of the public shall:

- Keep the best interests of our students first;
- Go to the source of the concern when confronted with a problem or someone who is in a position to address the concern; Engage in only those behaviors that support the District's mission to educate all students (behaviors that interfere with or threaten the operation of a school, classroom or any District employee's workspace, including outdoor spaces, should be avoided);
- Respect and value diverse opinions and perspectives;
- Give consideration to the obligations and time constraints of all affected individuals when making a decision or request;
- Treat others with civility, courtesy and respect; Be honest and genuine;
- Assume that others are acting with the best of intentions;
- Use appropriate language and tone when communicating with others, be it through body language, verbally, or in writing (the use of unreasonably loud and offensive or demeaning language, cursing or displays of temper, intimidation or aggression is inappropriate); and
- Avoid activities that may damage or destroy District property or the personal property of any person attending a District activity.

This policy shall not be construed to prohibit or penalize any lawful activity pursuant to the freedom of speech and the right to peaceably assemble and petition the government for a redress of grievances, provided such activity does not, and is not likely to, materially disturb, obstruct, or interfere with, any lawful task, function, process or procedure of the District.

### Definitions

"Uncivil Conduct" is defined as behaving in a discourteous or disrespectful manner when communicating or interacting with others. "Uncivil Conduct" does not include the expression of controversial or differing viewpoints that may be offensive to some people.

Please note, that uncivil conduct may implicate other District Policies and Procedures.

### Cross References:

1620 - The Board-Superintendent Relationship  
2023 - Digital Citizenship and Media Literacy  
3207 - Prohibition of Harassment, Intimidation and Bullying  
3210 - Nondiscrimination  
3211 - Gender Inclusive Schools

4200 - Parent Access and Safe and Orderly Learning  
4220 - Complaints Concerning Staff or Programs  
Environment  
5010 - Nondiscrimination and Affirmative Action  
5011 - Sexual Harassment of District Employees  
Prohibited

**Legal References:**

RCW 28A.635.020 Willfully disobeying school  
administrative personnel or refusing to leave public  
property, violations, when -Penalty  
RCW 28A.635.030 Disturbing school, school activities,  
or meetings—Penalty  
RCW 28A.635.010 Abusing or insulting teachers,  
liability for—Penalty.  
RCW 28A.635.090 Interfering by force or violence -  
Penalty  
RCW 28A.635.100 Intimidating any administrator,  
teacher, classified employee, or student by threat of force  
or violence unlawful—Penalty  
RCW 28A.605.020 Parents' access to classroom or school  
sponsored activities—Limitation

Adoption Date: 6.23  
Classification:  
Revised Dates: