

# The Rights Stuff

LEA FR Council

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Some true-life scenarios and quotes from members:

“I can’t believe I got ripped a new one by my principal in front of a secretary and other staff members in the office.”

“My principal actually tore into me in front of some of my students and later a couple of them came up to me and said, “Mrs. ----, are you going to be fired?”

“Is it only teachers who have to be civil and act in a professional manner?”

**The answer to that question and what members need to know and do comes directly from the LPS Board Policy:**

<b>HUMAN RESOURCES</b> <b>Civility of Employees</b>	<b>Policy</b> <b>4750</b>
<p>All employees shall behave with civility, fairness and respect in dealing with fellow employees, students, parents, patrons, visitors and anyone else having business with the District. Uncivil behaviors are prohibited.</p>	
<p>Uncivil behaviors shall be defined as any that are physically or verbally threatening, either overtly or implicitly, as well as behaviors that are coercive, intimidating, violent or harassing. Such interactions could occur in telephone conversations, voice mail messages, face-to-face conversations, written communications, including email messages.</p>	
<p>Any uncivil behavior should be reported to the immediate supervisor or to the Human Resources Division. Employees may be subject to disciplinary action under building and/or District policy or guidelines. Retaliation against a person who reports a claim of uncivil behavior is prohibited.</p>	
<b>Date of Adoption (or Last Revision): 4-14-2009</b>	

Any questions?