



Huntington Beach Union High School District Board Policies and Administrative Regulations

AR 1315
Page 1 of 2

Community Relations

Civility Policy

Members of the Huntington Beach Union High School District staff will treat parents and other members of the public with respect and expect the same in return. This policy is not intended to deprive any person of his/her right to freedom of expression but only to maintain, to the extent possible and reasonable, a safe, harassment-free workplace for our students and staff.

Disruptions

1. Any individual who disrupts or threatens to disrupt school/office operations, threatens the health and safety of students or staff, willfully causes property damage, uses loud and/or offensive language which could provoke a violent reaction, or who has otherwise established a continued pattern of unauthorized entry on school district property will be directed to leave school or district property promptly by the chief administrative officer or designee.
2. If any individual uses obscenities or speaks in a demanding, loud, insulting and/or demeaning manner, he/she will be asked to communicate civilly. If corrective action is not taken by the abusing party, the district employee will verbally notify the abusing party that the meeting, conference or telephone conversation is terminated and, if the meeting or conference is on district premises, the offending party will be directed to leave promptly.
3. Disruptions on the part of a staff member or behavior that would be considered insulting or demeaning towards others by a staff member would be treated as described in number two (2) above. Appropriate disciplinary action is to be taken in accordance with the current collective bargaining agreement. Complaints about a staff member by a parent or community member can be filed according to Board Policy 1312.1, Complaints Concerning School Personnel.

When an individual is directed to leave under such circumstances as addressed in the above, the chief administrative officer or designee shall inform the person that he/she will be guilty of a misdemeanor in accordance with California Education Code section 44811 and Penal Codes 415.5 and 626.7 if he/she reenters any district facility within 30 days of being directed to leave or within seven days if the person is a parent/guardian of a student attending the school. If an individual refuses to leave upon request or returns before the applicable period of time, the chief administrative officer or designee may notify law enforcement officials. The chief administrative officer, upon consultation with the involved parties, will determine if further action is necessary, such as written notification or conference.

Civility Policy (Continued)

Safety and Security

1. When violence is directed against an employee or there is theft of property, employees shall promptly report the occurrence to their principal or supervisor. In addition, any attack, assault, or threat made against an employee on school/district premises at a school/district-sponsored activity should be reported to law enforcement.
2. An employee whose person or property is injured or damaged by willful misconduct of a student may ask the district to pursue legal action against the student's parent/guardian.

Documentation

When it is determined by staff that a member of the public is in the process of violating the provisions of this policy, an effort should be made by staff to provide a written copy of this policy, including applicable code provisions, at the time of occurrence. If no written policy is available at the time of the occurrence, the chief administrator may follow the incident with written notification to or a conference with the individual. An employee who is a witness to a violation of this policy will immediately notify his/her supervisor and provide a written report of the incident.

Legal Reference

EDUCATION CODE

32210 Disturbing School
44014 Assault on Personnel
44810 Person on School Grounds
44811 Insults and Abuses

PENAL CODE

243.5 Arrest on School Grounds
415.5 Fighting on School Grounds
626.8 Entry of School by Person not on
Lawful Business
627.7 Refusal to Leave School Grounds