

EAST IRONDEQUOIT CENTRAL SCHOOL DISTRICT Code of Conduct Plain Language Summary

The Board of Education (Board) is committed to providing a safe and orderly school environment where students may receive, and District personnel may deliver, quality educational services without disruption or interference. Responsible behavior by students, parents, District personnel, and visitors is essential to achieving this goal. The complete Code of Conduct (Code) and supporting Board of Education policies are available on the school district website (www.eicsd.org). Please also refer to each school's handbook for specific details.

PUBLICATION, DISSEMINATION AND REVIEW

Dissemination of East Irondequoit's Code of Conduct Plain Language Summary

The Board will work to ensure that the community is aware of the District's Code of Conduct by:

1. Distributing this Plain Language Summary to all parents of District students before the beginning of the school year and making the Summary available later upon request.
2. Providing copies of the Summary to all students at a general assembly held at the beginning of each school year.
3. Providing all current teachers and other staff members with a copy of the Summary and a copy of any amendments to the Code as soon as practicable after adoption.
4. Posting the Code of Conduct and Plain Language Summary on the School District Website.

REPORTING VIOLATIONS OF THE CODE OF CONDUCT

All students are expected to promptly report violations of the code of conduct, any threats to the safety and well-being of the school community, and any potential criminal activity to a staff member.

Student Discipline

Discipline is most effective when it deals directly with the problem at the time and place it occurs, and in a way that is viewed as fair and impartial by the student. Therefore, before seeking outside assistance, teachers will first use all their resources to create a change of behavior in the classroom. When the teacher has made every effort to bring about positive behavioral change, and has been unsuccessful, the student will be referred to the administration. At that point, the administration will decide what further action will be taken.

1. Detention, Suspension, and Removal of students.

Disciplinary action, when necessary, will be firm, fair, and consistent so as to be the most effective in changing student behavior. In determining the appropriate disciplinary action, school personnel authorized to impose disciplinary penalties will consider the following:

- The student's age.
- The nature of the offense and the circumstances that led to the offense.
- The student's prior disciplinary record.
- The effectiveness of other forms of discipline.
- Information from parents, teachers and/or others, as appropriate.
- Other extenuating circumstances.

Procedures and Progressive Discipline

2. Procedures by which violations are reported and determined, and by which discipline measures are imposed and carried out.

In the East Irondequoit Central School District, routine procedures exist for reporting and investigating violations of the Code. Depending upon the nature of the violation, it is the desire of the Board that student discipline be progressive. That is, a student's first violation should merit a lighter penalty than subsequent violations. However, individual behavior management plans or severe infractions may preclude a gradual process. The District reserves the right to apply consequences which are appropriate to an offense, but which also consider the best interests of all students, and the potential for a remedial impact upon the student subject to the penalty.

3. Consequences for the possession and use of illegal substances or weapons, the use of physical force, vandalism, violation of another student's civil rights and threats of violence.

The East Irondequoit Central School District will not tolerate violence, threats, bullying, and substance abuse. Students who break the law; use, possess, sell, transfer or facilitate these activities with regard to alcohol and/or drugs, tobacco and nicotine products, weapons or explosive devices; attend school or school functions under the influence of drugs or alcohol; or use vulgar language; or exhibit inappropriate behavior (including sexual misconduct) will be held accountable not only to the District Code of Conduct, but may also be referred to the appropriate law enforcement agencies.

4. Removal of individuals from classrooms, buses and school property.

Removals from the classroom, buses or school property occur when an individual is substantially disruptive or violent at school or a school function, in the professional judgment of staff or administrators. For the purposes of this Code, the following definitions apply:

Disruptive Student

"Disruptive Student" means an elementary or secondary student under the age of 21 whom:

- continuously interferes or substantially disrupts the educational process;
- continuously interferes with the teacher's authority over the classroom;
- demonstrates a persistent unwillingness to comply with the teacher's instructions;
- intimidates, bullies or defames others in word, action or dress;
- harasses others on the basis of actual or perceived: race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (means actual or perceived sex and includes a person's gender identity or expression), or sex, or disability.
- makes an audio and/or video recording, including still photographs during any portion of the school day without the express authorization from appropriate school personnel; or fails to comply with school rules related to cell phones or other electronic devices.

Violent Student

"Violent Student" means an elementary or secondary student under the age of 21 whom:

- commits, or attempts to commit, an act of violence upon a school employee;
- commits, or attempts to commit, while on school property, on buses or at a school function, an act of violence upon another student or any other person lawfully on school property, on buses or at a school function (including reckless behavior);
- possesses, while on school property, on buses or at a school function, a weapon, or an object used as a weapon;
- displays, while on school property, on buses or at a school function, what appears to be a weapon;
- threatens, while on school property, on buses or at a school function, to use a weapon, or to inflict bodily harm, or communicates acts of violent intent;
- intimidates others in word, action or dress; or
- knowingly and intentionally damages or destroys personal or school property of any school employee or any person lawfully on school property or at a school function.

5. Minimum Suspension – Disruptive Student.

When a student engages in conduct which would define that student as “repeatedly substantially disruptive” (i.e., engaging in conduct requiring removal from classroom on four or more occasions during a semester), a suspension will be considered on a case-by-case basis, based upon the particular circumstances present.

6. Minimum Suspension – Violent Student.

Where a student engages in conduct which would define that student as “violent”, the suspension will be determined on a case-by-case basis, based upon the particular circumstances present.

7. Notification of Parent or Guardian.

Notification of parents/guardians in parental relation that a Code violation has occurred will be accomplished in accordance with the procedure for removal of disruptive students and the due process rights of students.

8. Safety and Security.

The East Irondequoit School District considers school safety an essential priority. The District cannot tolerate behavior that is violent, disruptive, and insubordinate. The District is committed to addressing issues regarding harassment/bullying and inappropriate communication.

The Board of Education prohibits all acts of harassment and bullying (including “cyber-bullying”) of students as well as retaliation by school officers and employees, volunteers, other students, or visitors on school property or at school functions. The same actions occurring off-campus are also prohibited if the action or actions create or would foreseeably create a risk of substantial disruption within the school environment.

9. Harassment/ Bullying

Harassment/Bullying means the creation of a hostile environment by conduct or by threats, intimidation or abuse, including cyberbullying, that either (1) has or would have the effect of unreasonably and substantially interfering with a student’s educational performance, opportunities or benefits, or mental, emotional and/or physical well-being, including conduct, threats, intimidation or abuse that reasonably causes or would reasonably be expected to cause emotional harm; or (2) reasonably causes or would reasonably be expected to cause physical injury to a student or to cause a student to fear for his or her physical safety. Such definition includes acts of harassment or bullying that occur:

- a. on school property; and/or
- b. at a school function; or
- c. off-school property where such acts create or would foreseeably create a risk of substantial disruption within the school environment, where it is foreseeable that the conduct, threats, intimidation or abuse might reach school property.

Such conduct shall include, but not be limited to, those acts based on a person’s actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, sex or any other legally protected status.

For the purposes of this definition the term “threats, intimidation or abuse” shall include verbal and non-verbal actions. “Emotional harm” that takes place in the context of “harassment or bullying” means harm to a student’s emotional well-being through creation of a hostile school environment that is so severe or pervasive as to unreasonably and substantially interfere with a student’s education.

Cyber-bullying

Cyber-bullying is a form of bullying which occurs via electronic communication on the Internet, on cellular phones or other electronic media. Cyber-bullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student or staff member by way of any technological tool, such as sending or posting inappropriate or derogatory

e-mail messages, instant messages, text messages, digital pictures or images, or website postings (including blogs).

Cyber-bullying or harassment has or could have the effect of:

- Causing physical, social/relational, emotional or mental harm to a student;
- Placing a student in reasonable fear of physical, emotional or mental harm;
- Placing a student in reasonable fear of damage to or loss of personal property; or
- Interfering with a student's educational performance and/or denying or limiting a student's ability to participate in or to receive benefits, services or opportunities in the school's programs.

Cyber-bullying involving District students may occur both on campus and off-school grounds and may involve student use of the District Internet system or student use of personal digital devices including but not limited to: cell phones, digital cameras, personal computers, electronic tools.

Cyber-bullying that occurs off-campus that causes or threatens to cause a material or substantial disruption in the school could result in formal discipline by school officials. Such conduct could also be subject to appropriate disciplinary action in accordance with the District Code of Conduct and possible referral to local law enforcement authorities.

“Retaliation” Retaliation is a separate and distinct violation of this policy in which any member of the community retaliates against any person who reports alleged bullying, discrimination or harassment or against any person who testifies, assists or participates in an investigation, proceeding or hearing relating to such conduct. It is possible that an alleged harasser may be found to have violated this anti-retaliation provision even if the underlying complaint of harassment is not found to be a violation of this policy. Retaliation includes, but is not limited to any form of intimidation, reprisal or harassment and may be redressed through application of the same reporting, investigation, and enforcement procedures as for harassment.

"School Property" means in or within any building, structure, athletic playing field, playground, parking lot, or land contained within the real property boundary line of a public elementary or secondary school; or in or on a school bus or other school vehicle.

"School Function" means a school-sponsored extra-curricular event or activity.

10. Provisions for Students with Disabilities.

The Board recognizes that it may be necessary to suspend, remove, or otherwise discipline students with disabilities to address disruptive or problem behavior. The Board also recognizes that students with disabilities have certain procedural protections in disciplinary matters. The Board is committed to ensuring that the procedures followed for suspending, removing, or otherwise disciplining students with disabilities are consistent with the procedural safeguards required by applicable laws and regulations.

11. Provisions for Students, Parents, Employees and Visitors Conduct, Dress and Language.

All students are expected to give proper attention to personal cleanliness and to dress appropriately for school and school functions. Students, their parents, staff members and visitors have the primary responsibility for their own conduct and for acceptable student dress, conduct, and appearance as outlined in the Code.

Each building principal or his or her designee shall provide information to all students and their parents of the student dress code at the beginning of the school year through the student handbook and /or an assembly.

12. Involvement of Law Enforcement Agencies and Criminal Investigations.

In consultation with local law enforcement, the District understands that the following types of conduct are generally considered criminal offenses and referable to law enforcement as crimes:

- disorderly conduct
- forcible sexual offenses
- use or possession of weapons
- drug offenses
- sexting
- assaults resulting in serious physical injury
- serious credible threats which a reasonable person would perceive as placing a person or persons in danger

13. Referrals to Human Service Agencies.

When any student need is beyond the scope of the district's resources, a referral to appropriate human service agencies will be made. All administrators, faculty, pupil services personnel, and other support staff will serve as mandated reporters of child abuse or neglect. They will communicate these and other referrals through the principal or his/her designee.