

~~Human Relations~~ Employee Expectations and Responsibilities

The Board is aware that the manner in which district employees conduct themselves has an impact on the district's students, their parents and on the community in general. It is expected, therefore, that administrators, teachers and classified employees exhibit a high degree of responsibility and conduct themselves in a professional manner at all times.

Administrators and teachers are expected to meet the conditions contained in the respective Standards for Competent and Ethical Performance of Oregon Educators and the District Code of Professional Conduct. The district recognizes an affirmative obligation to foster a diverse and inclusive learning environment.

The district is deeply committed to the continuing development and maintenance of a community in which the individual dignity and potential of each of its students, staff and community members is given full respect, recognition and encouragement.

The district is committed to creating an atmosphere of inclusion among students, staff and community members. The district is dedicated to creating an environment in which all may study and work securely and productively in an atmosphere characterized by civility and openness.

The district is committed to the goal of educating students so they will function effectively and cooperatively in a pluralistic society. The district shall provide an atmosphere in which students and staff develops attitudes that reflect:

1. Respect for oneself and others;
2. Respect for all persons despite differences including race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, citizenship, marital status, age, disability, familial status, appearance or source of income;
3. Respect for cultural differences;
4. Respect for economic, political and social rights of others;
5. Respect for the rights of others to seek and maintain their own identities.

The district shall make certain that the curriculum is one which emphasizes this commitment to diversity and inclusion. Instructional materials at all grade levels shall reflect and fairly portray the history, contributions and culture from the wide variety of groups in our society.

The district shall utilize programs which will both increase the awareness of students of the cultural diversity of others and provide students opportunity for exposure to, and contact with, people of diverse backgrounds.

The district shall continually examine its practices, procedures and instructional materials to determine their effect on individual and group behavior. The district shall make changes as necessary to improve human relations and make efforts to eliminate institutional discrimination and stereotyping.

The district shall provide means through which members of the community and the district can interact in efforts to implement this policy.

The district shall work with other institutions and agencies to develop improved human relations in the community.

The administration shall provide a report, when requested by the Board, reflecting the implementation of the human relations policy.

END OF POLICY

Legal Reference(s):