EMPLOYEE STANDARDS OF CONDUCT

	All District employees shall perform their duties in accordance with state and federal law, District policy, and ethical standards. [See DH(EXHIBIT)]		
	All District employees shall recognize and respect the rights of stu- dents, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.		
	Employees wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]		
VIOLATIONS OF STANDARDS OF CONDUCT	Employees shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to their status as District employees. Violation of any policies, regulations, or guidelines may result in disciplinary action, including termination of employment. [See DCD and DF series]		
SAFETY REQUIREMENTS	All employees shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.		
HARASSMENT OR ABUSE	Employees shall not engage in prohibited harassment, including sexual harassment, of:		
	1. Other employees. [See DIA]		
	Students. [See FFH; see FFG regarding child abuse and neglect]		
	While acting in the course of their employment, employees shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.		
RELATIONSHIPS WITH STUDENTS	Employees shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See FFH]		
TOBACCO USE	Employees shall not use tobacco products on District premises, in District vehicles, or at school or school-related activities. [See also GKA]		
ALCOHOL AND DRUGS	Employees shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while at school or at school-related activities during or outside of usual working hours:		

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	1.	Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbitu- rate.			
	2.	Alcohol or any alcoholic beverage.			
	3.	Any abusable glue, aerosol paint, or any other chemical sub- stance for inhalation.			
	4.	Any other intoxicant, or mood-changing, mind-altering, or be- havior-altering drugs.			
	An employee need not be legally intoxicated to be considered "un- der the influence" of a controlled substance.				
EXCEPTIONS	An employee who manufactures, possesses, or dispenses a sub- stance listed above as part of the employee's job responsibilities, or who uses a drug authorized by a licensed physician prescribed for the employee's personal use shall not be considered to have violated this policy.				
NOTICE	Each employee shall be given a copy of the District's notice regard- ing drug-free schools. [See DI(EXHIBIT)]				
	from	py of this policy, a purpose of which is to eliminate drug abuse the workplace, shall be provided to each employee at the be- ing of each year or upon employment.			
ARRESTS, INDICTMENTS, CONVICTIONS, AND OTHER ADJUDICATIONS	An employee shall notify his or her principal or immediate supervi- sor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:				
	1.	Crimes involving school property or funds;			
	2.	 Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator; 			
	3.	Crimes that occur wholly or in part on school property or at a school-sponsored activity; or			
	4.	Crimes involving moral turpitude, which include:			
		• Dishonesty; fraud; deceit; theft; misrepresentation;			
		Deliberate violence;			
		 Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor; 			

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	•	Felony possession, transfer, sale, distribution, or con- spiracy to possess, transfer, sell, or distribute any con- trolled substance defined in Chapter 481 of the Health and Safety Code;
	•	Acts constituting public intoxication, operating a motor vehicle while under the influence of alcohol, or disorderly conduct, if any two or more acts are committed within any 12-month period; or
	•	Acts constituting abuse under the Texas Family Code.
DRESS AND GROOMING	The dress and grooming of District employees shall be clean, neat, in a manner appropriate for their assignments, and in accordance with any additional standards established by their supervisors and approved by the Superintendent.	