

## Respect

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*See Also GBEBE*

The policy of the Portsmouth School Board is that all employees and students have the right to be treated with respect in their working and learning environments. Respectful behavior is defined as courteous regard or treatment. In order to ensure a climate characterized by mutual respect, employees, students, parents, community members, and elected officials will practice common courtesy and civil behavior toward one another in all situations. Demeaning comments and behavior will not be tolerated.

### Procedures:

Employees are asked to immediately report any violation of this policy to a teacher, an administrator, the assistant superintendent, or the superintendent.

Students are asked to immediately report any violation to a counselor, administrator, the assistant superintendent, or the superintendent.

### Retaliation:

There shall be no retaliation against any person reporting or confirming a violation of this policy.

### Discipline:

- A substantiated charge against a staff member will result in disciplinary action up to and including dismissal.
- A substantiated charge against a student will result in disciplinary action up to and including expulsion.
- A substantiated charge against a parent will result in action up to and including exclusion from the school building.
- A substantiated charge against an elected official will result in a recommendation for a sanction against the official to his/her governing body.