

## Personnel

### Professional Standards

The Governing Board expects District employees to maintain the highest ethical standards, exhibit professional behavior, follow District policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students and other members of the school community. Employee conduct should enhance the integrity of the District, ~~and~~ advance the goals of the District's educational programs, and contribute to a positive school climate.

(cf. 0200 – Goals for the School District)  
(cf. 4119.1/4219.1/4319.1 – Civil and Legal Rights)  
(cf. 5131 – Conduct)  
(cf. 5137 – Positive School Climate)

The Board has adopted the Code of Ethics of the Education Profession, in addition to the principles outlined in the District Mission Statement, as the professional standards for employees of the Norris School District.

The Board encourages District employees to accept as guiding principals the professional standards and codes of ethics adopted by educational or professional associations to which they may belong.

(cf. 2111 – Certification)  
(cf. 9005 – Governance Standards)

Each employee is expected to acquire the knowledge and skills necessary to fulfill his/her responsibilities and to contribute to the learning and achievement of District students.

(cf. 4112.2 – Certification)  
(cf. 4131/4231/4331 – Staff Development)

### Inappropriate Conduct

Inappropriate employee conduct includes, but is not limited to:

1. Engaging in any conduct that endangers students, staff, or others, including, but not limited to, physical violence, threats of violence, or possession of a firearm or other weapon

(cf. 0450 – Comprehensive Safety Plan)  
(cf. 3515.7 – Firearms on School Grounds)  
(cf. 4158/4258/4358 – Employee Security)

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2. Engaging in harassing or discriminatory behaviors towards students, parents/guardians, staff, or community members, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed

(cf. 0410 – Nondiscrimination in District Programs and Activities)

(cf. 4119.11/4219.11/4319.11 – Sexual Harassment)

(cf. 5131.2 – Bullying)

(cf. 5145.3 – Nondiscrimination/Harassment)

(cf. 5145.7 – Sexual Harassment)

3. Physically abusing, sexually abusing, neglecting, or otherwise willfully harming or injuring a child
4. Engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student
5. Possessing or viewing any pornography on school grounds, or possessing or viewing child pornography or other imagery portraying children in a sexualized manner at any time
6. Using profane, obscene, or abusive language against students, parents/guardians, staff, or community members
7. Willfully disrupting District or school operations by loud or unreasonable noise or other action

(cf. 3515.2 – Disruptions)

8. Using tobacco, alcohol, or an illegal or unauthorized substance, or possessing or distributing any controlled substance, while in the workplace, on District property, or at a school-sponsored activity

(cf. 3513.3 – Tobacco-Free Schools)

(cf. 3513.4 – Drug and Alcohol Free Schools)

(cf. 4020 – Drug and Alcohol-Free Workplace)

(cf. 4112.41/4212.41/4312.41 – Employee Drug Testing)

(cf. 4112.42/4212.42/4312.42 – Drug and Alcohol Testing for School Bus Drivers)

9. Being dishonest with students, parents/guardians, staff, or members of the public, including, but not limited to, falsifying information in employment records or other school records
10. Divulging confidential information about students, District employees, or District operations to persons or entities not authorized to receive the information

(cf. 3580 – District Records)

(cf. 4119.23/4219.23/4319.23 – Unauthorized Release of Confidential/Privileged Information)

(cf. 5125 – Student Records)

(cf. 5125.1 – Release of Directory Information)

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11. Using District equipment or other District resources for the employee's own commercial purpose or for political activities

(cf. 4119.25/4219.25/4319.25 – Political Activities of Employees)

12. Using District equipment or communications devices for personal purposes while on duty, except in an emergency, during scheduled work breaks, or for personal necessity

Employees shall be notified that computer files and all electronic communications, including, but not limited to, email and voice mail, are not private. To ensure proper use, the Superintendent, or designee, may monitor employee usage of District technological resources at any time without the employee's consent.

(cf. 4040 – Employee Use of Technology)

13. Causing Damage to or engaging in theft of property belonging to students, staff or the District.

14. Wearing inappropriate attire

(cf. 4119.22/4219.22/4319.22 – Dress and Grooming)

Reports of Misconduct

An employee who observes or has evidence of another employee's inappropriate conduct shall immediately report such conduct to the principal or Superintendent or designee. An employee who has knowledge of or suspects child abuse or neglect shall file a report pursuant to the District's child abuse reporting procedures as detailed in AR 5141.4 – Child Abuse Prevention and Reporting.

(cf. 1312.1 – Complaints Concerning District Employees)

(cf. 5141.4 – Child Abuse Prevention and Reporting)

Any reports of employee misconduct shall be promptly investigated. Any employee who is found to have engaged in inappropriate conduct in violation law or Board policy shall be subject to disciplinary action and, in the case of a certificated employee, may be subject to a report to the Commission on Teacher Credentialing. The Superintendent, or designee, shall notify local law enforcement as appropriate.

(cf. 4117.7/4317.7 – Employee Status Report)

(cf. 4118/4218 – Dismissal/Suspension/Disciplinary Action)

An employee who has knowledge of but fails to report inappropriate employee conduct may also be subject to discipline.

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The District prohibits retaliation against anyone who files a complaint against an employee or reports an employee's inappropriate conduct. Any employee who retaliates against any such complainant, reporter, or other participant in the District's complaint process shall be subject to discipline.

Notifications

The section(s) of the District's employee code of conduct addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on school and/or District web sites. (Education Code 44050)

(cf. 1113 – District and School Web Sites)  
(cf. 5145.6 – Parental Notifications)