

Regulation

VIOLENCE AND THREATENING BEHAVIOR BY EMPLOYEES OF THE
PASSAIC BOARD OF EDUCATION AND PARENTS OF STUDENTS

Staff Behavior

The Board of Education prohibits threats of violence and/or acts of violence committed against any student or employee of the Board of Education. Violence is defined as any act of offensive contact with the student or other employee. A threat of violence is defined as any oral threat or gesture reasonably calculated to place the student or employee in fear of offensive contact. Employees that engage in such behavior shall be subject to disciplinary action, including termination. It is not acceptable to threaten students with violence so that the student will comply with the employee's directive. The employee shall be permitted to use force only when necessary to defend himself/herself.

Procedures to Respond to Allegations of Violence and/or Threats of Violence by an Employee
Toward a Student

Employees that become aware of allegations of violence and/or threats of violence are required to follow the (Division of Child Protection and Permanency) DCP&P policy :

The superintendent is required to appoint a member of his/her staff to conduct an immediate preliminary investigation. Unless it can be immediately determined that the allegation is without any merit, the employee shall be immediately reassigned to a position where he/she will not have any contact with the alleged victim pending further investigation.

The superintendent's designee shall conduct a complete investigation concerning the allegations and submit a report to the superintendent regarding the facts. The superintendent shall review same and submit a report and recommendation to the Board of Education.

The employee shall be reinstated to his/her position held prior to the allegation in the event the allegation is unfounded.

Consequences and Remedial Measures for Acts of Harassment, Intimidation or Bullying

Consequences for any staff member who commits an act of harassment, intimidation or bullying may range from positive behavioral interventions up to disciplinary charges which could result in suspension or termination.

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The consequences may include, but are not limited to:

- A. Consequences
 1. Admonishment;
 2. Temporary removal from the classroom;
 3. Withholding of increment;
 4. Suspension;
 5. Legal action; and
 6. Termination.

- B. Remedial Measures
 1. Personal;
 2. Restitution and restoration;
 3. Mediation;
 4. Support group;
 5. Recommendations of behavior or ethics council;
 6. Corrective action plan;
 7. Behavioral assessment or evaluation;
 8. Behavioral management plan, with benchmarks that are closely monitored;
 9. Counseling;
 10. Treatment; or
 11. Therapy.

- C. Environmental (Classroom, School Building or School District)
 1. School and community surveys or other strategies for determining the conditions contributing to harassment, intimidation or bullying;
 2. School culture change;
 3. School climate improvement;
 4. Adoption of research-based systemic bullying prevention programs;
 5. School policy and procedures revisions;
 6. Supervision;
 7. Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;
 8. General professional development programs for certificated and non-certificated staff;
 9. Professional development plans for involved staff;
 10. Disciplinary action;
 11. Supportive institutional interventions, including participation of the intervention and referral services team;
 12. Counseling.

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Retaliation and Reprisal Prohibited for Reporting an Act of Harassment, Intimidation or Bullying

The Board prohibits reprisal or retaliation against any person who reports an act of harassment, intimidation or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the superintendent and/or principal or their designee after consideration of the nature, severity and circumstances of the act, in accordance with case law and Board policies and procedures.

Any act of retaliation or reprisal against any person who reports an act of harassment, intimidation or bullying shall not be tolerated. Any student, school employee, volunteer or visitor who engages in the act of retaliation or reprisal or who falsely accuses another shall be subjected to consequence and appropriate remedial action. In cases where a State or federal law has allegedly been violated, the local law enforcement agency shall be notified. Please see Code of Student Conduct Policy File Code 5131.

A. School Employees

Consequences and appropriate remedial action for a school employee found to have engaged in retaliation, reprisal and/or falsely accused another as a means of harassment, intimidation or bullying shall be determined in accordance with district policies, procedures and agreements, up to and including suspension or dismissal from service.

Consequences

- a. Admonishment;
- b. Temporary removal from the classroom or school;
- c. Deprivation of privileges;
- d. Administrative detention;
- e. Legal action;
- f. Withholding of increment;
- g. Suspension;
- h. Termination.

B. Visitors or Volunteers

Consequences and appropriate remedial action for a visitor or volunteer, found to have engaged in retaliation, reprisal and/or falsely accused another as a means of harassment, intimidation or bullying shall be determined by the superintendent after consideration of the nature, severity and circumstances of the act, including reports to appropriate law enforcement officials.

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Parent Behavior

Parent involvement with the child's teachers is encouraged. In particular, frequent interaction with a child's teacher to monitor progress is the responsibility of both the parent and the teacher. Parent/guardians are required to schedule an appointment prior to meeting with staff. However, staff members are expected to schedule the appointment within five (5) school days of the request.

Teachers and parents are expected to act civilly and professionally toward one another. The following reflects the Board's policy concerning teacher-parent interaction.

Parents/Guardians

Parents are expected to be civil to their child's teacher, administrator and staff. They are not to be either verbally or physically abusive to the staff of the school.

Teachers/administrators who believe a parent has been abusive to them shall request the parent to leave. The teacher/administrator shall then advise his/her supervisor of the incident. The supervisor shall conduct an investigation to determine the merits of the allegations. If true, the parent shall be directed of the findings, advised that the conduct is not acceptable and advised that he/she must agree to abide by Board Policy to meet with the teacher/administrator.

The Board does not tolerate criminal acts on teachers or other staff by anyone. The Board policy is to encourage staff to file criminal complaints where justified. Anyone who has committed a criminal act on Board property should be prosecuted to the fullest extent permitted by law.

Teacher/Staff Behavior Towards Parents

Teachers and staff personnel are expected to treat parents with respect and dignity. Allegations that parents are not treated with respect and dignity are to be investigated by the teacher's supervisor and reported to the Superintendent.

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