

Operations Policy #930
Aggressive Physical Behavior by Staff

Purpose:

One of the primary functions of the Board of Trustees is to provide a working environment that is safe and relatively comfortable for staff. In an effort to provide those charged with the responsibility of maintaining a high degree of safety within the school, the following guidelines are offered.

Definition:

Aggressive physical behavior shall include, but not be limited to, threatening, fighting, bullying, intimidating, or slapping.

Authority:

Any staff member proven to be involved in any form of aggressive physical behavior will receive a minimum of a ten (10) day suspension from work without pay. Said staff member will not be allowed to return to work until an informal hearing is held. Involvement in additional aggressive physical behavior will lead to immediate termination. Any staff member involved in this type of behavior involving a weapon or aggravated assault will be immediately terminated on the first offense and referred to legal authorities for prosecution.

Delegation of responsibility:

The CEO shall be responsible to enforce this policy and shall investigate any suspicions of bullying and intimidation by staff toward other staff or students. These may be subtle activities that those involved may try to explain away as misunderstandings but when viewed in total are capable of serious consequences and really may constitute aggressive physical behavior.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL. THIS POLICY IS NOT INTENDED TO CONFLICT WITH CHARTER REQUIREMENT.