



CONEJO VALLEY UNIFIED SCHOOL DISTRICT HUMAN RESOURCES DEPARTMENT

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CVUSD EMPLOYEE CODE OF CONDUCT

The Governing Board expects district employees to maintain the highest ethical standards, behave professionally, 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. Employees shall engage in conduct that enhances the integrity of the district, advances the goals of the district's educational programs, and contributes to a positive school climate.

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

In fulfillment of the obligation to students, employees:

1. Shall make every effort to protect students from conditions harmful to learning or the health and safety. Shall not engage 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
2. Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation, unfairly: exclude any student from participation in any program, deny benefits to any student, or grant any advantage to any student.
3. Shall not engage in harassing or discriminatory behavior 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.
4. Shall not use profane, obscene, or abusive language against students, parents/guardians, staff, or community members.
5. Shall not use professional relations with students for private advantage. Shall not engage in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student
6. Shall not divulge confidential information about students, district employees, or district operations to persons or entities not authorized to receive the information
7. Shall not use 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.
8. Shall not be 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
9. Shall not reasonably restrain students from independent action in the pursuit of learning.
10. Shall not unreasonably deny students access to varying points of view.
11. Shall not deliberately suppress or distort subject matter relevant to students' progress.
12. Shall not wear inappropriate attire.