

Adopted: August 26, 2003
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422.1 RESPECT IN THE WORKPLACE

I. PURPOSE

The purpose of this policy is to provide a respectful workplace for all district 13 employees.

II. GENERAL STATEMENT OF POLICY

- A. District 13 is a community of diverse races, creeds, cultures, and social affiliations. We are committed to promoting and supporting a community where all people can work and learn together in an atmosphere free of disrespectful, abusive or demeaning treatment. We value each member of the District 13 community for individual and unique talents, and applaud all efforts to enhance the quality of the School District. We strive to maintain a climate of mutual respect and support constructive strategies for conflict resolution.
- B. As a community of learners, faculty and staff of the School District are expected to practice basic principles of mutual respect by:
1. Valuing each other's work and roles
 2. Behaving in ways that show respect toward co-workers
 3. Developing relationships built on trust
 4. Promoting a climate that is fair, supportive, and responsive
 5. Creating a welcoming environment through our words, actions, and physical surroundings
 6. Encouraging open and honest communication
 7. Celebrating our differences
- C. It is the responsibility of every School District employee to follow this policy.