

EMPLOYEE CODE OF CONDUCT

The Pleasants County Board of Education recognizes that the capabilities and conduct of all professional employees greatly affect the quality of education provided to students in its schools. The purpose of the Employee Code of Conduct is to establish appropriate standards of conduct for all Pleasants County professional and service personnel.

This policy also requires that all employees respond immediately and consistently to incidents of bullying, harassment, intimidation, substance abuse, and/or violence or any other code of conduct violation that impacts negatively on students, in a manner that effectively addresses incidents, deters future incidents, and affirms respect for individuals.

Employee Code of Conduct

All Pleasants County employees shall:

- A. exhibit professional behavior by showing positive examples of preparedness, communication, fairness, punctuality, attendance, language, and appearance;
- B. contribute, cooperate, and participate in creating an environment in which all employee/students are accepted and are provided the opportunity to achieve at the highest levels in all areas of development;
- C. maintain a safe and healthy environment, free from harassment, intimidation, bullying, substance abuse, and/or violence, and free from bias and discrimination;
- D. create a culture of caring through understanding and support;
- E. immediately intervene in any code of conduct violation, that has a negative impact on students, in a manner that preserves confidentiality and the dignity of each person;
- F. demonstrate responsible citizenship by maintaining a high standard of conduct, self-control, and moral/ethical behavior;
- G. comply with all Federal, West Virginia and Pleasants County laws, policies, regulations and procedures.

In accordance with State Policy 5902 the Pleasants County Board of Education shall provide professional staff development for all employees on the Employee Code of Conduct.

ADOPTED: June 12, 2014