

Code of Civility

To promote a positive, collegial atmosphere with mutual honesty, integrity and respect among professionals, staff and parents, Independence School District Board of Education and Superintendent, has developed the following Code of Civility:

Respect

Treat all Board members, the superintendent, staff, students and families with respect and in a professional and courteous manner at all times, whether in person or in written communication (including e-mail and social media).

Courtesy

Embrace courteous discourse (oral, verbal, non-verbal and electronic) and refrain from using profanities, insults, or other disparaging remarks. Avoid using your own personal lens to infer the motivations of others. Extend grace whenever possible and seek to clarify intent of all communication when unsure.

Truth

Endeavor to speak truthfully and not knowingly misrepresent, mischaracterize, or misquote professional or private information received from others. Stand up for truth from others. Vow to respectfully and professionally voice when others are not being truthful.

Responsibility

Take responsibility for your own actions. Maintain personal integrity, keep promises and support open professional communications.

Cooperation

Work together with all Board members, the superintendent, staff, students and families in a spirit of cooperation toward our common goals of seeking and providing high-quality results for our district.

Collaboration

Foster a sense of inclusivity and teamwork. Include others whenever possible and lift up each other and our respective strengths.

Privacy

Strive to uphold the right to privacy and not share private, confidential information.

Nondiscrimination

Respect the differences in people and their ideas and opinions and reject bigotry. Support tolerance of differing points of view.