

Personal Conduct

District employees shall comply with the following standards:

1. Employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain courteous and professional relationships with students, parents, staff members, and others.

2. Employees have a responsibility to be familiar with, and abide by, federal and state laws, Board policies, and regulations governing their work responsibilities.

3. Employees shall not engage in activities that would obstruct the employee's or another employee's ability to fulfill their work responsibilities to the District.

4. Employees must maintain confidentiality with respect to information pertaining to student records, employee records or confidential communications from staff.

Employees also will respect the confidentiality of people served in the course of an employee's duties and use information gained in a responsible manner.

5. Employees should not dispense or utilize any information gained from employment with the District, accept gifts or benefits, or participate in business enterprises or employment that creates a conflict of interest with the faithful and impartial discharge of the employee's District duties. A District employee, before acting in a manner which might impinge on any fiduciary duty, may disclose the nature of the private interest which would create a conflict. Care should be taken to avoid using or avoid the appearance of using official positions and confidential information for personal advantage or gain.

6. Employees have a responsibility to take a sincere and professional interest in students. Employee-student relationships that indicate excessive personal involvement are not compatible with good professional conduct.

7. While on District property or performing duties on behalf the District, employees are prohibited from using, possessing, controlling or transferring a weapon, firearm, or any other object that reasonably could be considered or used as a weapon, including look-alike weapons or any object, device or instrument possessed with the purpose to commit a criminal offense or inflict injury.

Employees who fail to abide by this policy will be subject to disciplinary action up to and including discharge.

Legal References: § 20-1-201, MCA School officers not to act as agents  
§ 41-3-205, MCA Confidentiality – disclosure exceptions

Cross Reference: 5255 Disciplinary Action

Policy History:

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