

## Policy GBEB Staff Conduct

Issued ~~4/17~~ 00/21

The board of school commissioners reaffirms one of the oldest beliefs in education: one of the best methods of instruction is that of setting a good example.

The board expects district staff to strive to set the kind of example for students that may serve them in their own conduct and behavior and subsequently contribute to an appropriate school atmosphere.

To that end, in dress, conduct, and in interpersonal relationships, all staff should recognize that students are continuously observing them and that their actions and demeanor may be reflected in the conduct of the students.

The superintendent will set rules and regulations to fulfill the intent of this policy

Violations of this policy by employees may be grounds for immediate suspension and possible termination of employment. In such cases, an employee may be informed ~~in~~ of his/her right to a hearing.

All allegations of sexual harassment (student to student, student to employee, employee to student, or employee to employee) must be reported to the administration and all mandated reporting procedures (to DSS, law enforcement) must be followed.

The board will be informed appropriately of allegations of inappropriate conduct or sexual harassment. The district prohibits discrimination because of race, religion, color, disability, sex, sexual orientation, gender identification, age, lineage, or national origin as required by applicable state and federal law.

The board delegates specific authority to the superintendent to take appropriate employment action with regard to an employee who has been arrested.

Cf. GBAA

Adopted 8/25/98; Revised 1/24/11, 6/11/13, 4/25/17, 00/00/21

Legal References:

S.C. Code, 1976 as amended:

[Section16-3-755](#) - Sexual battery with a student.

[Section16-23-420](#) and 430 - Concealed weapons; school property exception.

[Section59-25-150](#) through 270 - Revocation or suspension of certificate.

[Section59-25-430](#) - Teacher dismissal; evident unfitness for teaching.

[Section59-25-450](#) - Teacher suspension.

**Richland County School District One**