

PCSD Code of Conduct, Plain Language Summary

The Poland CSD Code of Conduct was developed in an effort to

- Clearly define the expectations for acceptable conduct on school property;
- Identify the possible consequences of unacceptable conduct;
- Ensure that discipline, when necessary, is administered promptly, fairly, consistently, and lawfully; and
- Support the Dignity for All Students Act (DASA).

The complete Code of Conduct is on the district website and in any main office of the school.

Students Rights and Responsibilities

Every student has the right to

- Learn in an environment free of discrimination, bullying, and harassment based on actual or perceived race, (including but not limited to hair texture and protective hair styles), color, traits historically associated with race, national origin, immigrations status, citizenship, ethnic group, religion, religious practice, weight, disability, sexual orientation, sex, gender (gender identity or expression);
- Be treated respectfully, fairly, and in compliance with law;
- Have equal access to all school activities regardless of actual or perceived race, (including but not limited to hair texture and protective hair styles), color, weight, national origin, immigration status, citizenship, ethnic group, religion, religious practices, disability, sexual orientation, sex, gender (gender identity or expression) or other classifications protected under DASA and/or other state and federal law.

Every student has the responsibility to

- Contribute to maintaining a safe, orderly school environment;
- Arrive at school and to classes on time;
- Act and speak respectfully and exercise self-control; and
- Work at full potential in all academic and extracurricular pursuits and strive toward their highest level of achievement.

Dignity for All Students Act

Dignity for All Students Act Coordinators, employees designated to investigate reports of harassment, bullying, and discrimination, are part of the Code of Conduct. DASA Coordinators for the 2026-27 school year are social workers Elizabeth Johnson and Delana Clive. Students who believe they have been subjected to discrimination, harassment, bullying or retaliatory behavior, and students who are aware of others subjected to discrimination, harassment, bullying or retaliatory behavior are to report to a staff member. The adult to whom the report is made will promptly report the conduct and file a written report within three school days.

Reporting Violations and Retaliation

No retaliatory action may be directed at anyone who makes a good faith report of conduct that may reasonably be a violation of this Code of Conduct, or who assists in, or is part of, the investigation of such a report. To engage in such retaliation is considered a violation of the Code.

Dress Code

The basic principle of the Code is that undergarments and certain body parts must be covered for all students at all times. The district has identified specific items that should be stored in lockers during regular school hours. Students must wear a shirt (that includes front, sides, back), pants or an equivalent (skirt, sweatpants, shorts, dress, leggings) and shoes. Students cannot wear:

- Attire or accessories with offensive or disruptive writing or images likely to disrupt the educational environment;
- Attire or accessories with logos or emblems that depict drugs, tobacco, nicotine products, or alcohol, the abuse of guns or weapons, illegal drugs; or encourage illegal or violent activities;
- Any clothing that reveals visible undergarments.
- Accessories that could be considered dangerous or used as a weapon;
- Items which obscure the face (except as a religious observance) for identification purposes;
- Costumes, unless part of a planned, principal-sanctioned spirit day or Drama Club production.
- Any item not aforementioned that is deemed unsafe or disruptive to the school environment.

Disciplinary Actions / Student Conduct

The Board of Education expects all students to conduct themselves in an appropriate and civil manner, with proper regard for the rights and well-being of District students, personnel, and members of the school community, District facilities and equipment. The Board recognizes the need to make its expectations for student conduct, on school property and at school functions, specific and clear. This section of the Code clarifies and emphasizes safety and respect for others' rights and property. Students who will not accept responsibility for their own behavior and violate school rules will be required to accept the consequences. Students may be subject to disciplinary action, up to and including suspension from school, when they engage in Disruptive Conduct, Insubordinate Conduct, Violent Conduct, Academic Misconduct, Transportation Misconduct, Unsafe/Potentially Dangerous/Dangerous Conduct, Emotional Abuse, and Substance Abuse.

Where appropriate, recognizing discipline as a "teachable moment" to help a student understand why a behavior is unacceptable and what could have been done differently in the same situation is encouraged. Traditional consequences from an administrative warning to a suspension or restriction from participation may be imposed by the employee titles named in the Code of Conduct.

Visitors to the School

All visitors to the school must report to the Main Office when the time is during the instructional day and 30 minutes before and after the instructional day. Any employee expecting a visitor to the building is to notify offices in advance. Any person is expected to notify the main office when they believe an unauthorized person is on school property.

The principal's office is deemed the location to register visitors. Students and staff not authorized to "register" visitors may direct visitors to the appropriate office for registration without opening doors to the building. Visitors are expected to abide by rules for public conduct on school property outlined in the Code of Conduct.

Visitors to the school building who arrive beyond the hours noted should use doors designated for the purpose of the event or activity. Doors to the building are otherwise secured for the safety of any building occupants.

Visitors who violate the Code of Conduct (who are not District students or staff) will be directed to leave the premises and/or function. Authorization, if any, to remain at premises and/or function shall be withdrawn. If a visitor refuses to comply, the individual will be subject to ejection.