



Code of Conduct Parents/Guardians and Visitors

Purpose and Scope

The purpose of the Parent Code of Conduct is to provide a mutual understanding to all parents/guardians and visitors to the School of Expressive Arts and Learning, further referred to as S.E.A.L., about conduct expectations while on school property, at school events and when interacting with S.E.A.L. employees and/or students.

In developing this Code of Conduct, S.E.A.L. recognizes and understands that parents/guardians are ultimately advocating for their child during exchanges with S.E.A.L. staff., however, S.E.A.L. has to take into consideration all involved stakeholders. This includes, but is not limited to, students, guardians, and districts, while also extending to the employees of S.E.A.L. and their rights to a safe working environment.

This Code of Conduct is active in tandem with any other policies that S.E.A.L. has in place that applies to parents/guardians. *The School of Expressive Arts and Learning reserves the right to change or modify any of the information contained in this policy, at any time and in our sole discretion.*

Founded by Patty Hotz, Karen Larson, Cindy Nudd

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General Propositions

We expect parents/guardians and visitors to have a fundamental understanding and commitment to the following general principles of the S.E.A.L. community:

- Comply with S.E.A.L.'s policies, procedures and directions, and encourage your child to do the same.
- S.E.A.L. staff and parents/guardians want all children to learn in a safe environment.
- S.E.A.L. staff and parents/guardians must work together for the therapeutic benefit of all students.
- All parents/guardians and visitors, as well as all members of the S.E.A.L. community, deserve to be treated with respect. Know that S.E.A.L. is inclusive and welcomes students from a variety of backgrounds, with varying needs.
- Complete forms and releases/permissions in a timely manner when requested to do so by the school.
- Be responsive to concerns raised by S.E.A.L. staff about your student, including being cooperative, providing information and attending meetings when requested.
- Keep the school informed about any educational, behavioral, social/emotional needs, including providing any information regarding medication changes as they become available. We will make all attempts to accommodate the needs of your child within the footprint of programming at S.E.A.L.
- S.E.A.L. should be provided an opportunity to resolve issues of concern before public criticism.

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Unwelcomed Behaviors

In order to provide a therapeutic, peaceful and safe school environment, S.E.A.L. prohibits the following behaviors by parents/guardians and visitors:

- Abusive, threatening, bullying, profane or harassing communication, either in person, by e-mail or text/voicemail/phone or other written or verbal communication.
- Disruptive behavior that interferes or threatens to interfere with S.E.A.L.'s therapeutic environment, including the effective operation of a classroom, a counselor/support staff's office or programming space, a campus lobby, or school grounds, including variety shows, parking lots and car-pickup.
- Threatening to do bodily harm to a S.E.A.L. employee, visitor, fellow parent/guardian or student.
- Threatening to damage the property of a S.E.A.L. employee, visitor, fellow parent/guardian or student.
- Damaging or destruction of school property.
- Excessive unscheduled campus visits, e-mails, text/voicemail/phone messages or other written or oral.
- S.E.A.L. staff and administration may not always be immediately available to speak with you. The only way to *ensure* that you are able to speak with a staff member or administrator is to schedule an appointment. S.E.A.L. staff members are expected to return all calls within 24 hours or the next scheduled school day

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of receipt. Your calls and visits will be responded to consistent with this practice if someone is not immediately available to speak with you.

- Defamatory, offensive or derogatory comments regarding the school or school staff made publicly to others. This includes use of any social media forum, including but not limited to: websites, blogs, wikis, social networking sites such as Tik Tok, Facebook, Instagram, Snapchat, LinkedIn, Twitter, Flickr, Threads, etc.
- Any concerns that you may have regarding these matters must be made through the appropriate channels so they can be dealt with fairly, appropriately, and effectively for all.

Outcomes

The S.E.A.L. Leadership Team and each campus's Coordinator Team will decide how to best respond to concerns about compliance with this Code of Conduct.

Depending on the severity of the incident with regard to the wellbeing of the students and staff in the environment the following consequences could be implemented:

1. A request that the conduct immediately be discontinued.
2. For lesser incidents, a verbal or written warning will be communicated to the partnering district and parent/guardian or visiting party.
3. Parents/guardians or visitors may be required to only have contact with particular S.E.A.L. staff member(s).
4. Parents/guardians or visitors may be unwelcomed from or otherwise banned from campus and participation in school-sponsored events for a certain length of time or indefinitely, under the criminal trespass laws.
5. If there continues to be a breach to the therapeutic relationship, depending on the severity and/or duration of the conduct, a student may be discharged from the S.E.A.L. program.

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6. No restriction (aside from termination of placement), however, will prevent the parent/guardian from working collaboratively with the partnering district and S.E.A.L. to meet the child's educational needs, nor will a parent/guardian be excluded from a child's IEP meeting.

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