

Student Code of Conduct 2022-2023



Our Vision

Where every day, everyone discovers and achieves the extraordinary

Our Mission

To inspire innovative and engaging learning

The Rowan-Salisbury Board of Education

Mr. Dean Hunter, Board Chair
Mrs. Alisha Byrd-Clark, Vice-Chair
Mr. Travis Allen
Mr. Brian Hightower
Mr. Kevin Jones
Mrs. W. Jean Kennedy
Dr. Lynn Marsh

Superintendent

Mrs. April Kuhn, Esq., J.D., Interim Superintendent

Superintendent's Cabinet

Dr. Jill Hall-Freeman, Chief Human Resource Officer

Ms. Chanel Sidbury, Interim Chief Academic Officer

Mrs. April Kuhn, Esq., Chief Student Services and Compliance Officer

Mrs. Faith Lambeth, Chief Finance Officer

Dr. Gregory Slate, Chief Schools Officer

Mr. W. Anthony Vann, Chief Operations Officer

Dr. David Blattner, Senior Information Officer

Jeanie McDowell, Interim Senior Marketing and Communications Officer

Mr. Ron Dixon, Executive Director of Middle Grades

Ms. Shonda Hairston, Executive Director of Elementary Education

Ms. Chanel Sidbury, Executive Director of Professional Learning & Student Engagement

Mrs. Brooke Zehmer, Executive Director of Elementary Education

TABLE OF CONTENTS

Introduction and Contact Information	1 - 3
SECTION I: Mission Statement and Expectations	4
SECTION II: Student Behavior and Expectations	6
SECTION III: System-Wide Conduct Regulations	8
Minor & Serious Violations Defined	
Level I Violations and Consequences	
Level II Violations and Consequences	
Level III Violations and Consequences	
Level IV Violations and Consequences	
Level V Violations and Consequences	
Definitions of Violations Levels I – V	
SECTION IV: Substance Abuse Policy Statement	19
SECTION V: Provisions for Enforcement of Violations	20
SECTION VI: Suspension Procedures and Due Process	22
SECTION VII: Prohibition Against Discrimination, Harassment, and Bullying	24
SECTION VIII: Use of Seclusion and Restraint	33

Rowan Salisbury Schools Vision, Mission, and Beliefs

Vision:

Where every day, everyone discovers and achieves the extraordinary.

Mission:

To inspire and provide opportunities for innovative and engaging learning.

Motto:

Extraordinary Education Every Day!

Beliefs About Student Discipline

- Each student must increasingly be responsible for his/her/their own behavior.
- Any reason for disciplinary action should be fully understood by the student and parent.
- Teachers and administrators should be consistent in administering student discipline.
- Parents have a responsibility for the behavior of their children while their children are at school.
- A positive and safe learning environment is a right of ALL students that should not be violated by negative student behavior.

Rowan-Salisbury Board of Education Policy 4300 Student Behavior

All decisions related to student behavior are guided by the board's educational objective to teach responsibility and respect for cultural and ideological differences and the board's commitment to creating safe, orderly and inviting schools. Student behavior policies are provided in order to establish (1) expected standards of student behavior; (2) principles to be followed in managing student behavior; (3) consequences for prohibited behavior or drug/alcohol policy violations; and (4) required procedures for addressing misbehavior.

The Rowan-Salisbury Board of Education prohibits:

- Violent acts
- Criminal acts
- Behavior which is unsafe and potentially harmful to self and others

The Rowan-Salisbury Board of Education expects:

- Students to follow the guidelines in The Code of Conduct and their school and classroom.
- Parents to support the guidelines in The Code of Conduct, and those established for their child's school and classroom.
- Educators to consistently and fairly enforce the guidelines in The Code of Conduct and those established for their school and classroom.
- The community to dedicate resources to maximize the possibilities in The Code of Conduct.

The school is an agent for the public, which created it, and has a basic responsibility to help parents educate, lead, and when necessary, discipline their child. The Board of Education and its employees will never be reluctant to insist that the parents accept this responsibility and will intervene to protect the necessary learning environment.

SECTION I: MISSION STATEMENT AND EXPECTATIONS

Rowan-Salisbury Schools Vision:

Where every day, everyone discovers and achieves the extraordinary.

Rowan-Salisbury Schools Mission:

To inspire and provide opportunities for innovative and engaging learning.

Expectations of Students:

The Rowan-Salisbury Board of Education believes ALL students are capable of learning and should have an opportunity to learn based on their needs, interests, and abilities. Each student must increasingly be responsible for his/her own behavior. Any reason for disciplinary action should be fully understood by the student. A positive learning environment is a right of all students that should not be violated by negative student behavior. It is the responsibility of students to follow classroom and school rules and to behave in a manner, which is conducive to learning by respecting others.

The Board believes that children thrive in an environment where they know what is expected of them. Expectations of appropriate behavior, in addition to those in this document, are normally stated as classroom and school rules. Teachers and schools should establish rules for appropriate student behavior and clearly communicate them to students and parents. General rules reflect overall guiding principles (i.e., respect others, have a good attitude toward learning, etc.) and specific rules should clearly define what students are to do or not do (i.e., be in class on time, keep your hands to yourself, etc.).

Appropriate behavior and regular attendance in school by students will positively impact student achievement. The Rowan-Salisbury community expects students' academic performance to increase. Students must do their part, both academically and behaviorally, for this expectation to be met. Students are expected to participate in learning situations throughout the school day and work to their full potential each day. Student refusal to participate in learning experiences or refusal to perform in class is inappropriate.

Expectations of Parents:

The Board believes that parents must share accountability for effective public education. Parents are expected to share responsibility for their child's education before and through their child's public school experience. Parents have a responsibility for helping their child develop a positive attitude toward school. Parents have a responsibility for getting their child to school every day the child is not ill. In addition, parents must assure that their child is not ill.

In addition, parents must assure that their child is at school on time and stays at school for the entire day. The Board requests and expects parents to support The Code of Conduct and its application to all children, including their own. In an effort to provide positive role models for children, the Board expects parents, educators and all adults who attend school functions to behave in a manner becoming adults. In an atmosphere of competition, good sportsmanship and mature behavior is especially important and it is expected of all spectators.

When on Rowan-Salisbury School properties, the board expects any adult to abide by school procedures and to display behavior similar to the behavior expected of students. The Board does not condone any action or behavior by any person on Rowan-Salisbury School property, which if committed by a student would result in disciplinary actions.

SECTION II: STUDENT BEHAVIOR AND EXPECTATIONS

PHILOSOPHY STATEMENT AND EXPECTATIONS

Behavior that detracts from a student's ability to profit from instruction or that infringes upon the rights of others warrants disciplinary action. The intent of any disciplinary action is to bring about a positive change in a student's behavior. The Rowan-Salisbury Board of Education recognizes its responsibility to give all reasonable support and assistance to the maintenance of discipline while students are under the authority of the Board.

This Code does not preempt the establishment of reasonable rules which individual schools may find helpful in the management of student behavior. Individual schools may have rules that are more specific or restrictive than those in The Code of Conduct. Schools may specify certain punishments and/or consequences of misbehavior as well as expectations of good behavior. Parents, students and staff should read and become familiar with the school and classroom rules as presented in school handbooks and/or teacher lists. Principals shall inform students and parents of school rule violations that may result in out-of-school suspension.

ACADEMIC HONOR CODE

The best academic environment is one that holds personal integrity and honesty in the highest regard. To foster such an atmosphere, the Rowan-Salisbury Board of Education establishes an academic honor code. The board believes students must hold themselves to this fundamental set of principles. The Code specifically endorses two of the character traits, honesty and responsibility. The board expects all students (K-12) to uphold the following code:

- Academic integrity requires that students take credit only for ideas and efforts that are their own.
- Academic dishonesty occurs when a student submits fraudulent work, gives or receives unauthorized assistance, creates an unfair advantage, tampers with the work of others, engages in misconduct that hinders learning by others, cheats by any means on tests, quizzes, exams, or engages in any other unethical academic behaviors.
- The principal has the discretion to apply or authorize the relevant disciplinary action according to the severity of the academic and/or The Code of Conduct violation. The disciplinary action could impact the behavior and the grade when appropriate (i.e., receiving a zero for a plagiarized assignment).

STUDENT SPEECH

The Rowan-Salisbury Board of Education recognizes that students enjoy a certain level of First Amendment protection under the United States Constitution, and endeavors to create an atmosphere where students may express themselves in creative and appropriate ways in the context of the school environment. However, students must recognize that school officials are charged with the responsibility for maintaining safety, order, and discipline in the schools. School officials, therefore, may prohibit certain expression where it substantially interferes with the requirements of appropriate discipline in the operation of the schools. In certain circumstances, school officials may determine that vulgar or threatening speech causes a substantial disruption, substantially interferes with their operation of the school, or infringes on the rights of other students or other personnel. This disruption standard applies to off-campus speech as well, including expression made on websites and/or social media, which may be accessed in the schools. If there is a substantial disruption, students and parents must be aware that this may lead to disciplinary action.

CLASSROOM AND SCHOOL EXPECTATIONS

North Carolina G.S. 115C-307 states that, "it shall be the duty of all teachers...to maintain good order and discipline in their respective schools." It is understood that teachers have the authority and responsibility to use reasonable methods to maintain classroom control without having to refer students to the school principal. Common sense classroom rules, such as requiring students to bring adopted textbooks to class regularly or to have students raise their hand to be recognized before speaking out in class, are appropriate. School personnel are expected to offer guidance and counseling to students when their behavior is not appropriate. Parents will be notified if their child's misbehavior becomes severe or continues to be disruptive. When non-punitive measures for correcting inappropriate

The principal shall have the authority to establish school-wide regulations. The principal shall use his/her discretion and best judgment in determining the need and type of disciplinary action for violation of school regulations. He/she shall retain the power and authority to use the type of discipline, which may yield positive results for the student. The Board believes that professional judgment, devoid of anger or negative emotions on the part of the staff member, shall be used when determining the appropriate disciplinary action to be taken. In general, the concept of fitting the punishment to the seriousness of the violation shall apply at all levels.

In selecting an appropriate disciplinary consequence, principals will be guided by the suggested consequence in this Code but may depart from those suggested ranges if appropriate due to aggravating or mitigating factors. Such factors may include, but are not limited to, the student's intent, the student's age, and whether injury, a threat to safety, or property damage resulted from the conduct. If the principal determines that the student has given false or misleading information, either by his testimony or by denial of involvement, the disciplinary action may be increased beyond a consequence that would have been served had the student been truthful.

Individual schools have the option of additional procedures dealing with discipline. If a school chooses to develop a committee to review disciplinary matters, the procedures must be clearly defined and published. Disciplinary Review Committees may recommend action, including suspension or expulsion to the school principal. It is anticipated that such committees will initiate alternatives in dealing with referred students before suspension or expulsion is considered. If the committee recommends long-term suspension or expulsion and the principal agrees, the principal will forward the committee's recommendation to the superintendent in writing.

DISCIPLINE PROVISIONS FOR EXCEPTIONAL CHILDREN/ STUDENTS WITH DISABILITIES

Should a special education student exhibit behavior for which suspension of a student would normally occur, the Rowan-Salisbury Schools will follow procedures outlined in state and federal laws. Students under suspension or expulsion who have been identified as having a disability pursuant to the Individuals with Disabilities Education Act are entitled to services to the extent provided by law. Disciplinary actions for students identified as exceptional children according to North Carolina guidelines will conform to Policies Governing Services for Children with Disabilities as adopted by the State Board of Education. If the Policies Governing Services for Children with Disabilities manual does not fully address a particular issue, the Exceptional Children's Department will develop any necessary protocols consistent with state and federal law.

A written copy of [The Rights of Parents and Special Education Students](#) is provided to parents annually by the school system's Special Education Office staff. A copy can be obtained at any school. Every administrator who handles discipline will participate in annual staff development sessions conducted by Special Education Office staff to ensure that students who receive special education services are disciplined appropriately.

All students with disabilities will be afforded all rights as provided by state and federal law. See also Policies 1730/4022/7231, Nondiscrimination on the Basis of Disabilities.

STUDENT SEARCHES

School officials have the authority to conduct reasonable searches of students and to seize students' unauthorized materials for the purposes of maintaining a safe, orderly environment and upholding standards of conduct established by the board of education. Any searches or seizures must be conducted in accordance with the standards described in this policy and any other applicable legal requirements. All school officials carrying out a search or seizure are expected to be knowledgeable about the constitutional rights of students and the appropriate procedures for conducting the search or seizure. A search must be justified at its inception and permissible in scope. School officials shall make reasonable, good faith efforts to investigate allegations of misconduct before a student search is conducted. The student search policy applies to searches conducted on school grounds, in school facilities, or at school-sponsored events.

SECTION III: SYSTEM-WIDE CONDUCT REGULATIONS

All students are expected to comply with all rules governing behavior and conduct. It is the responsibility of the principal/assistant principal to investigate fully the cases of students appropriately referred to his/her office for misbehavior, to ensure fair treatment of such students and protection of their procedural and substantive rights, and to determine what, if any, disciplinary action is warranted. The teacher shall have the responsibility and authority to discipline students, except in those cases requiring the attention of the principal/assistant principal.

The regulations that follow apply to any student who is on educational property, who is attendance at school or at any school-sponsored activity, or whose conduct at any time or place, on or off campus, has or is reasonably expected to have a direct and immediate impact on the orderly and efficient operation of the schools or the safety of individuals in the school environment.

CODE OF CONDUCT VIOLATIONS & CONSEQUENCES

Minor Violations

Minor violations of The Code of Conduct are those less severe infractions, which involve a lower degree of dangerousness and harm. Examples of minor violations include but are not limited to the use of inappropriate or disrespectful language, noncompliance with a staff directive, dress code violations, and minor physical altercations that do not involve weapons or injury. Aggravating circumstances, however, may justify treating an otherwise minor violation as a serious violation. Minor violations of The Code of Conduct may result in disciplinary measures or responses up to and including short-term suspension. Further information regarding the procedures for short-term suspensions is provided in Policy 4351, Short-term Suspension. Other disciplinary measures or responses may include, but are not limited to, the following:

- A. parental involvement, such as conferences;
- B. time-out for short periods of time;
- C. behavior improvement plan (BIP);
- D. instruction in conflict resolution and anger management;
- E. peer mediation;
- F. individual or small group sessions with the school counselor;
- G. academic intervention;
- H. in-school suspension;
- I. detention before and/or after school or on Saturday
- J. community service;
- K. exclusion from graduation ceremonies;
- L. exclusion from extracurricular activities;
- M. suspension from bus privileges.

The parent or guardian is responsible for transportation that may be required to carry out the consequence.

Serious Violations

Serious violations of The Code of Conduct may result in disciplinary reassignment or any of the other consequences, which may be imposed for minor violations. In addition, serious violations that either (1) threaten the safety of students, staff or school visitors or (2) threaten to substantially disrupt the educational environment may result in long-term suspension or expulsion. Certain violations involving firearms or explosive devices may result in a 365-day suspension. Further information about the standards and procedures for long-term suspensions, 365-day suspensions and expulsions is provided in Policies 4351, Short-term Suspension and 4353, Long-term Suspension, 365-day Suspension, and Expulsion. (See also Policy 4333, Weapons, Bomb threats, Terrorist threats and Clear threats to Safety, for information regarding 365-day suspensions for certain firearms violations.)

LEVEL I VIOLATIONS

Behaviors that do not significantly violate the rights of others, and do not appear chronic.

- Dress Code Violation
- Falsification of Information
- Gambling
- Honor Code Violation
- Inappropriate Items on School Property/Use
- Insubordination
- Medication Protocol Violation
- Truancy/Skipping (maximum of in-school suspension)

LEVEL I Consequences		
Grade	First Offense	Second and Subsequent Offenses
K-5	This violation may result in disciplinary action as determined proper by the building administrator to include documentation of notification to the parent/guardian. Minimum: Parent contact Maximum: ISS, Detention, Loss of school privileges	This violation may result in disciplinary action as determined proper by the building administrator, which may include assignment to in-school suspension or short-term suspension up to two (2) days. Additionally, a conference with the student and parent/guardian may be necessary prior to the student's return to school. Minimum: ISS, Loss of school privilege, Detention Maximum: 2 days OSS
6-8	This violation will result in disciplinary action as determined by the building administrator to include documentation of notification to the parent/guardian or in-school suspension. Minimum: Parent Contact, Detention, Loss of school Privileges Maximum: ISS	This violation may result in assignment to In-School suspension or short-term suspension. Additionally, a conference with the student and parent/guardian may be necessary prior to the student's return to school. Minimum: ISS Maximum: OSS 2 days
9-12	This violation will result in disciplinary action as determined proper by the building administrator up to and including documentation of notification to the parent/guardian, in-school suspension or short-term suspension. Minimum: Parent Contact-ISS Maximum: OSS 2 days	This violation may result in assignment to in-school suspension or short-term suspension. Additionally, a conference with the student and parent/guardian may be necessary prior to the student's return to school in case of short-term, out-of-school suspension. Minimum: ISS Maximum: OSS 5 days

LEVEL II VIOLATIONS

Behaviors that significantly violate the rights of others or put others at risk of harm.

- Aggressive Behavior
- Bullying
- Communicating Threats to a Student
- Cyberbullying
- Disorderly Conduct (or Level III)
- Disruptive Behavior
- Extortion
- Harassment – Verbal
- Hazing
- Possession of Chemical/Drug Paraphernalia*
- Possession/Use of Counterfeit Items
- Property Damage – Less than \$1000
- Theft – Value less than \$1000
- Possession/Use of Tobacco

Level II Consequences		
Grade	First Offense	Second and Subsequent Offenses
K-5	This violation may result in assignment to in-school suspension, short-term suspension or other disciplinary measures as deemed necessary by the principal. Minimum: ISS, Detention Maximum: OSS 1 day	This violation may result in assignment to In-school suspension, short-term suspension or other disciplinary measures as deemed necessary by the principal. Repeated offenses may become a level III consequence. Minimum: ISS 1-3 days Maximum: OSS 1-5 days
6-8	This violation may result in assignment to in-school suspension or short-term suspension. Minimum: ISS Maximum: OSS 5 days	This violation may result in short-term suspension. Repeated offenses that impact school safety may result in a Level III Offense including disciplinary reassignment to an alternative program not to exceed 90 days. Minimum: OSS 2 days Maximum: OSS 5 days
9-12	This violation may result in assignment to in-school suspension or short-term suspension. Minimum: ISS Maximum: OSS 10 days	This violation may result in short-term suspension. Repeated offenses that impact school safety may result in a Level III Offense including disciplinary reassignment to an alternative program not to exceed 90 days. Minimum: OSS 3 days Maximum: OSS 10 days

***See Substance Abuse Statement on pages to follow**

LEVEL III VIOLATIONS

Behaviors that significantly violate the rights of others or put others at risk of harm and violate RSS policies, or North Carolina policies or laws.

- Affray
- Assault involving use of a weapon (except firearms)
- Assault resulting in serious injury
- Assault on School Personnel
- Assault on a Student
- Bomb threats (dynamite, cartridge, bomb, grenade, mine, or powerful explosive)
- Breaking/Entering a School Building/Property
- Communicating Threats to an Adult
- False Alarm
- Fighting
- Gang Activity
- Harassment – sexual
- Possession or Use of Alcohol
- Possession or Use of a Controlled Substance/Distribution/Selling
- Possession of Vape/ Use of Vape
- Possession of a weapon (non-firearms)
- Property Damage – More than \$1000
- Robbery (with or without a weapon)
- Theft – value more than \$1000
- Sexual Assault
- Sexual Offense
- Sexual Misconduct
- Taking indecent liberties with a Minor
- Unlawfully Setting a Fire
- Use of and/or distribution of alcohol
- Use of controlled substance

Level III Consequences	
Grade	First and Subsequent Consequences
K-5	This violation will result in short-term suspension for up to 10 days depending on the severity of the offense. Law enforcement and/or other agencies may be notified where appropriate. Minimum: OSS 2 days Maximum: OSS 5-10 days
6-8	This violation will result in short-term suspension up to 10 days and/or a long-term suspension recommendation depending on the severity of the offense. Law enforcement and/or other agencies will be notified where appropriate. Minimum: OSS 5-10 days Maximum: OSS 10 days
9-12	This violation will result in short-term suspension up to 10 days and/or a long-term suspension recommendation depending on the severity of the offense. Law enforcement and/or other agencies will be notified where appropriate. Minimum: OSS 5-10 days Maximum: OSS 10 days

LEVEL IV VIOLATIONS

Possession of firearm or destructive device (a weapon, including a starter gun, which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, or any firearm muffler or firearm silencer. The term shall not include an inoperable antique firearm, a BB gun, stun gun, air rifle, or air pistol).

All	Penalty
Grades	This violation may result in a 365-calendar day suspension. The superintendent may modify the consequence pursuant to Policy 4353 – Long-term Suspension, 365-day Suspension, Expulsion.

LEVEL V VIOLATIONS

Behavior that indicates that the student’s continued presence in school constitutes a clear threat to the safety of other students or school personnel. This includes any student subject to sex offender registration pursuant to N.C. General Statute §14-208.18.

Grades 9-12	Penalty
In accordance with NC Gen. Statute §115C-390.11(a), a local Board of Education may, upon the recommendation of the principal and superintendent, expel any student who is 14 years of age or older whose behavior indicates that the student’s continued presence in school constitutes a clear threat to the safety of other students or school personnel. In accordance with NC Gen. Statute §115C-390.11(a)(2), a local Board of Education may expel any student subject to sex offender registration pursuant to NC Gen. Statute §14- 208.18. Death by other than natural causes	Expulsion in accordance with NC Gen. Statute §115C-390.11(a) the local Board of Education shall consider whether there is an alternative program that may be offered by the local school administrative unit to provide educational services.

VIOLATION DESCRIPTIONS LEVEL I - V

Level I Violations

Dress Code Violation - see *RSS BOE Policy 4316 for additional information*

The Dress Code violation includes wearing, decorating or adorning clothing that is inappropriate to the learning process. Daily clothing should be appropriate for the learning environment. Clothing that reveals undergarments, chest, breasts, navel, buttocks, or any private body part will be considered inappropriate for the school setting. Any article that displays, suggests, promotes, or reveals a lewd, vulgar, unsafe, violent or sexual message through language, images and/or symbols is prohibited. Pajamas, slippers, etc., should not be worn to school.

Falsification of Information

Falsification of information is a false statement meant to deceive or give a wrong impression.

Gambling

Gambling means to bet money or wager anything on the outcome of a game, contest, or other event.

Honor Code Violation

Cheating, plagiarism, dishonesty, falsification of assignments and signatures, violation of software regulations or copyright laws, and inappropriate computer access are considered honor code violations. Also, selling merchandise, magazines, newspapers, or other property on school grounds, unless the same is an approved school activity, is considered private enterprise and an honor code violation.

Inappropriate Item on School Property

Any inappropriate item not considered a weapon or drug but potentially distracting, disruptive, or dangerous to the learning environment as designated by school administration.

Inappropriate Language/Disrespect

Any communication used to degrade, disrespect, or that is abusive in nature, whether by signs, symbols, or gestures is prohibited in the school environment.

Insubordination

Refusal to comply with all appropriate or reasonable directions of principals, teachers, school resource officers (SRO), substitute teachers, student teachers, teacher assistants, bus drivers, volunteers and all other school personnel who are authorized to give such directions during any period of time when students are subject to the authority of such school personnel.

Medication Protocol Violation

Unauthorized possession of any prescription or non-prescription drugs in violation of medication protocol.

Truancy/Skipping

Each student will be assigned a school schedule and must adhere to that schedule except when excused by the principal or teacher authorized to excuse a student. Maximum consequence of in- school suspension.

Level II Violations

Aggressive Behavior

Physical behavior of a manner that could reasonably cause physical injury to any student or staff member. This may include an accidental hitting of a staff member by a student who is engaged in a fight.

Bullying

Bullying is a form of harassment. Bullying means the repeated intimidation of others by the real or threatened

infliction of physical, verbal, written, electronically transmitted or emotional abuse or through destruction or theft or property of another. Bullying may include, but is not limited to, verbal taunts, name-calling and put downs, rumor spreading, extortion of money or possessions, implied or stated threats, and exclusive from peer groups.

Depending on the severity of the offense, this may be elevated to a Level III violation.

Communicating Threats to a Student

Threatening actions include language that reasonably threatens force of violence and any sign or action that reasonably constitutes a threat of force or violence toward another student.

CyberBullying

Cyber bullying is a form of bullying and harassment that includes, but is not limited to, the following misuses of any school or non-school technology resources or networks: harassing, threatening, teasing, intimidating, humiliating, embarrassing, terrorizing another student or school employee by sending or posting such inappropriate or hurtful email messages, instant messages, text messages, text/digital pictures or images, or through social media websites and blogs. Law enforcement may be contacted. **Depending on the severity of the offense, this may be elevated to a Level III violation.**

Disorderly Conduct

Disorderly conduct is any action that disrupts the peace and order of the school. Trespassing/Loitering is also included as a part of disorderly conduct. Trespassing to include loitering is the presence of any student on the campus of another LEA or school in the Rowan- Salisbury School system without the knowledge and consent of the officials of the school he/she is visiting. Any student who has been suspended from school will be considered trespassing if he/she appeal on school property during the suspension period without the express permission of the principal. **Depending on the severity of the offense, this may be elevated to a Level III violation.**

Disruptive Behavior

Disruptive behavior constitutes any action, which reasonably could or does substantially disrupt, disturb, or interfere with the peace, order, and/or discipline within the learning environment or during any school-related activity. Disruptive behavior is also any action, comments, or written messages intended to cause others to fight or which might reasonably be expected to result in a fight. Disruptive behavior also includes distribution of over-the-counter medications *See RSS Policy 4315*

Extortion

Extortion is the use of one's position or power to obtain property, funds, or patronage

Harassment and Discrimination

Prohibited harassment is deliberate unwelcome conduct directed at another person or group of persons based on race, color, national origin, religion, or disability that creates a hostile environment. Harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents. Harassment creates a hostile environment when the conduct is sufficiently severe, pervasive, or persistent so as to interfere with or limit a person's ability to participate in or benefit from the services, activities, or opportunities offered by the school system. Examples of behavior that may constitute harassment include, but are not limited to, acts of disrespect, intimidation, or threats, such as verbal taunts, name-calling and put-downs, epithets, derogatory comments or slurs, exclusion from peer groups, extortion of money or possessions, implied or stated threats, assault, impeding or blocking movement, offensive touching, or any physical interference with normal work or movement, and visual insults, such as derogatory posters or cartoons. For further information see Section VII: **Prohibition Against Discrimination,**

Harassment, and Bullying - Depending on the severity of the offense, this may be elevated to a Level III Offense.

Racial Harassment: refers to intimidation or abusive behavior toward a student based on actual or perceived race, color, or national origin.

Disability Harassment: refers to intimidation or abusive behavior toward a student based on the student's actual or perceived disability—such as a physical, developmental, intellectual, emotional, or sensory disability.

Sexual Orientation Harassment: refers to intimidation or abusive behavior toward a student based on actual or perceived sexual orientation

Religious Affiliation Harassment: refers to intimidation or abusive behavior toward a student based on actual or perceived religion.

Hazing

To annoy any student by playing abusive or ridiculous tricks upon him, to frighten, scold, or harass him or to subject him to personal indignity is hazing.

Inappropriate Use of Technology

Student use of technology is a privilege not a right. Inappropriate use includes, but is not limited to, posting inappropriate language, messages, pictures, downloading games, apps, etc. via unauthorized proxy or other inappropriate program. Student discipline may include short-term suspension or recommendation of long-term suspension, depending on the severity of the student's actions. In some instances, law enforcement agencies will be contacted where appropriate. This infraction could therefore be a Level II or Level III infraction depending on the total circumstances. This infraction could also lead to a referral to law enforcement depending on the circumstances. (For more information see RSS Board of Education Policy 3225/4312/7320 Technology Responsible Use)

Possession of Drug Paraphernalia

Students are in possession of items that can be used for chemical or drug intake such as syringes, crack pipes, bongs, or anything that can be hinged on the determination of 'primary use.' (i.e. an item that has drug residue or is sold explicitly for drug use)

Possession/Use of Counterfeit Items

Possessing any false item, which, without authorization, bears a trademark, trade name, or other identifying marks, imprint, number or device to include currency, is prohibited. Use of any counterfeit item, which the person thereof obtains, or attempts to obtain, money property, services, or something of value is prohibited.

Possession/Use of Tobacco

The term "tobacco product" means any product that contains or is made or derived from tobacco and is intended for human consumption or that resembles tobacco or tobacco products and all lighted and smokeless tobacco products.

Property Damage – Less than \$1000

Damage is intentionally damaging, or attempting to damage, any school property or private property while under school jurisdiction.

Theft – Value Less than \$1000

Theft is stealing, attempting to steal, or possessing stolen property having reason to know it was stolen.

Level III Violations

Affray

An affray is a fight between three or more students on school property or at a school-related activity.

Assault Involving Use of a Weapon (except firearms)

Assault with a weapon or other object that could reasonably be considered or used as a weapon. A weapon includes any incendiary device defined under Level II, or any weapon or dangerous instrument defined in Level III, or any firearms or explosive device defined in Level IV.

Assault Resulting in Serious Injury

An intentional act or attempt by force or violence to do injury to the person of another that causes reasonable

apprehension of immediate bodily harm resulting in one of the following: (1) substantial risk of death, (2) serious permanent disfigurement, (3) a coma, (4) a permanent or protracted condition that causes extreme pain, (5) permanent or protracted loss or impairment of the function of any bodily member or organ, or (6) that results in prolonged hospitalization.

Assault on School Personnel

The attempted or actual hitting, striking, emitting bodily fluids, utilizing any foreign substance, or other use of force upon a school official, employee or school volunteer who is not a student. This definition also includes the accidental striking of an adult while attempting to break up a fight.

Assault on Student

The attempted or actual hitting, striking, emitting bodily fluids, utilizing any foreign substance, or other use of force upon a student. Additionally, assault on a non-school employee, or non-student is prohibited on school grounds and/or at school-sponsored, sanctioned events.

Bomb Threats (dynamite, cartridge, bomb, grenade, mine, or powerful explosive)

Communicating a report while knowing or having reason to know the report is false, or that there is located on any school premises a device designed to cause damage or destruction by explosion, blasting, or burning. Placing on any school premises with the intent of perpetrating a hoax, any device that would appear to a reasonable person to be a bomb or similar instrument capable of causing injury and/or damage. (See RSS Policy 4333)

Breaking/Entering of a School Building/Property

The wrongful breaking or entering of any school building, school-owned vehicle, or secured property of the Rowan-Salisbury Board of Education at any time is prohibited. This includes the RSS network, computers, systems and programs.

Communicating Threats to an Adult

Threatening actions include language that reasonably threatens force of violence and any sign or action that reasonably constitutes a threat of force or violence toward any school employee or any other adult.

False Fire Alarm

Students will not initiate a false fire alarm on any school premises – doing so creates a clear threat to school safety. A false alarm or unwanted fire signal (UWFS), is defined as an alarm activation resulting from a cause other than a fire. (See RSS Policy 4333)

Fighting

Fighting is the act of two or more persons involved in a physical conflict such as hitting or kicking another student or other person. A student who is attacked may use reasonable force in self-defense, but only to the extent to free himself/herself from the attack and notify proper school authorities. A student who exceeds this reasonable force may be disciplined even though he/she may not have provoked the fight.

Gang Activity

Gang activity shall be defined as any act(s) that further promotes gangs or gang related activities or which threatens or intimidates another person or disrupts the educational environment on school premises or during any school-sponsored activity which includes, but not limited to:

1. Communicating either verbally or non-verbally (hand signs, gestures, handshakes, slogans, clothing, drawings, etc.), to convey membership or affiliation with a gang;
2. Defacing school or personal property with gang-related graffiti, symbols, or slogans;
3. Requiring payment of protection, insurance, or otherwise intimidating or threatening any person related to gang activity;
4. Inciting other students to intimidate or to act with physical violence upon any other person related to gang activity;
5. Soliciting others for gang membership; and

6. Committing any other illegal act or other violation of the Rowan-Salisbury Schools' policies that relate to gang activity e.g., gang-related assault on student.

Student discipline for gang activity shall be in compliance with the notification requirements and processes in RSS Policy 4328, Gang-Related Activity.

Possession of Alcohol

Any student possessing any malt beverages, fortified, or unfortified wine, or spirituous liquor, in any amount or form to include any alcoholic beverage on school property owned or leased by the local Board of Education, school bus stop or at any school-sponsored event is prohibited. (Please note Substance Abuse Policy Statement)

Off-campus Consumption of Alcohol/Controlled Substances

The rule is violated when a student consumes any amount of alcohol or prohibited substance off-campus and then presents him or herself on school property-owned or leased by the local Board of Education, school bus stop, or any other school-sponsored event and a school official detects the physical characteristics of, e.g., odor, slurred speech, erratic behavior, bloodshot/glassy eyes, etc., the student's consumption of alcohol or prohibited substance.

Possession of Vape / Use of Vape

The term "vaping" means to inhale vapor through the mouth from a usually battery-operated electronic device (such as an electronic cigarette) that heats up and vaporizes a liquid or solid. The consequence for vaping is a minimum of 5 days OSS for first offense and a referral to an appropriate substance abuse course.

Possession of a Weapon (Not Firearms)

Possessing, handling or transferring, whether openly or concealed, without educational permission or consent any BB gun, stun gun, gun, air rifle, air pistol, pistol, facsimile of a gun, knife, ice pick, dagger, slingshot, leaded cane, loaded cane, sword cane, machete, switchblade knife, blackjack, metallic knuckles, razors, razor blades, box cutters, pepper spray, ammunition, explosives, explosive-making material, chemicals, or any other object that can reasonably be considered a weapon or dangerous instrument.

Possession of a Controlled Substance/Distribution/Selling

This offense includes possession, distribution or sale by a student of a controlled substance of the N. C. Controlled Substances Act or any counterfeit controlled substance. This includes, but is not limited to, marijuana, synthetic marijuana (spice or similar product), Cannabidiol (CBD), Hemp extract, MDPV and mephedrone (e.g., bath salts), cocaine, methamphetamine, barbiturate, heroin, mescaline, LSD, codeine, opium, ecstasy, Vicodin, Percocet, oxycodone (or generic derivatives) or any other hallucinogenic drug. Possession shall be defined as the substance being on the person, in the student's personal effects, vehicle, locker or desk, or in the immediate control of the student in any amount or in any form. This offense also includes the unauthorized distribution of any prescription drug. (Please note Substance Abuse Policy Statement)

Property Damage – More than \$1000

Damage is intentionally damaging, or attempting to damage, any school property or private property while under school jurisdiction.

Robbery (with or without a dangerous weapon)

The taking or attempting to take anything of value from another's person, by force, or by an act threatening force or violence, which puts a victim in fear, without the use of a weapon. The stealing of someone's property without the use of force or from a source other than the victim's person is not included in this offense. If the taking from the person involves use of a dangerous weapon the incident is reported as a robbery with a dangerous weapon. Robbery with a dangerous weapon would include robbery with an instrument, article or substance likely to produce great bodily harm.

Sex Based Harassment

Repeated unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment particularly when the conduct is so severe, persistent or pervasive that it has the purpose or effect of unreasonably interfering with a student's educational performance. (For further information, guidelines, and requirements, refer to RSS Policies 1720/4030/7235 Title IX Nondiscrimination on the Basis of Sex)

Sexual Assault

To be defined as the unauthorized and unwanted, intentional, or forcible touching of a person of either sex. This category includes forcibly and intentionally grabbing the clothed or unclothed private areas of a person.

Sexual Offense

Sexual offense may be forcible or statutory. Forcible Sexual Offense is committed by force and without the consent of the victim. Statutory Sexual Offense is a sexual act committed on a child under the age of 18 by a person who is at least 12 years old and at least four years older than the victim, regardless of whether the victim consented. If the person is 13, 14, or 15 years of age the defendant has to be at least six years older than the victim. Statutory Sexual Offense is also sexual acts committed on a person who is mentally handicapped or incapacitated or physically helpless, regardless of whether the victim consented.

Note: The difference in sexual assault and sexual offense is that sexual assault involves forcible and intentional touching without penetration.

Sexual Misconduct

No student shall engage in behavior, which is indecent, disreputable, or of a sexual nature to include consensual sex and/or sexual acts.

Taking Indecent Liberties with a Minor

Committing a sexual act with or in the presence of a child under the age of 16 years, by a person at least age 16 and at least five years older than the child, for sexual gratification, regardless of whether force was used, or whether the victim consented.

Theft – Value More than \$1000

Theft is stealing or attempting to steal, or possessing stolen property having reason to know it was stolen. Theft includes stealing Rowan- Salisbury devices, which have an overall value of \$1000 (i.e., laptops, iPads, and school computers).

Unlawfully Setting a Fire

Intentionally starting a fire or attempting to start a fire or aiding and abetting in the starting or attempting to start a fire without educational permission or consent is prohibited.

Use of and/or Distribution of Alcoholic Beverages

Consumption and/or distribution of an alcoholic beverage in any amount or form on school property owned or leased by the local Board of Education, school bus stop or at any school-sponsored event is prohibited. (Please note Substance Abuse Policy Statement)

Use of Controlled Substances

This offense includes the use of, but not limited to, marijuana, synthetic marijuana (spice or similar product), MDPV and mephedrone (e.g., bath salts), cocaine, methamphetamine, barbiturate, heroin, mescaline, LSD, codeine, opium, ecstasy, Vicodin, Percocet, oxycodone, CBD oil, Cannabidiol, or hemp extracts (or generic derivatives), hallucinogenic drug or any other chemical or product that may bring about a state of exhilaration or euphoria or otherwise alter the student's mood or behavior while on school property owned or leased by the local board of Education, school bus stop, or at any school sponsored event. (Please note Substance Abuse Policy Statement)

Level IV Violations

Possession of a Firearm or Destructive Device

Bringing or possessing a firearm or destructive device on educational property or to a school-sponsored event off of educational property, including a starter gun, which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, or any firearm muffler or firearm silencer. A destructive device is a bomb, grenade, rocket having a propellant charge of more than four ounces, missile having an explosive or incendiary charge of more than one-quarter ounce, mine, device similar to those above. The term shall not include inoperable antique firearm, a BB gun, stun gun, air rifle, or air pistol.

Level V Violations

Behavior indicates that the student's continued presence in school constitutes a clear threat to the safety of other students or school personnel. This includes any student subject to sex offender registration pursuant to NC Gen. Statute §14-208.18.

Death by Other than Natural Causes

Death by other than natural causes is the killing of a living person done by another person including, but not limited to, murder, manslaughter and death by vehicle.

SECTION IV: SUBSTANCE ABUSE POLICY STATEMENT

No student shall possess, use, transmit, conspire to transmit, sell, solicit/conspire to purchase, or be under the influence of any narcotic drug (hallucinogen, amphetamine barbiturate, marijuana) or any other controlled substance as designed by State or Federal Law, or any alcoholic beverage or "designer drugs" or counterfeit drugs (e.g. student says a substance is a drug) or any drug paraphernalia, or any inhalants, chemicals or products which when used may alter the student's mood or behavior. In simple terms, no illegal drugs are allowed at school.

This policy shall apply to all students, before, during, and after school hours at school, in any school building and on any school premises; on any school-owned vehicle or in any other school approved vehicle used to transport students to and from school or school activities; off school property at any school sponsored or school approved activity, event or function; or during any period of time when students are subject to the authority of school personnel. The policy shall apply regardless as to how school officials become aware of the possession, use, or transmission of a controlled counterfeit substance (e.g., through first-hand observation by a school official or by reports made to school officials)

If a principal or administrator has reason to believe a student has consumed an alcoholic beverage, malt beverage, or fortified wine or other intoxicating liquor, he or she may request that the student submit to an Alcohol Screening Test. An Alcohol Screening Test device approved and recommended by the North Carolina Department of Human Resources and purchased and maintained by the school must be used. Law enforcement personnel who have been certified by the North Carolina Department of Human Resources must administer this test. If a student refuses to perform the Alcohol Screening Test at the principal or administrator's request, disciplinary consequences under Level III will apply. This policy shall not apply to the proper possession and use of prescription medicine or to the legal possession of any of the above listed substances in connection with an approved school project.

The Rowan-Salisbury Board of Education realizes that under certain circumstances it may be necessary for students to take medication during school hours. Students requiring the use of medication (prescription or non-prescription) during the times they are under the supervision of the Board must have a medication Permission Form, signed by a licensed health care provider, on file in the school office for each medication to be administered by school personnel. For more information, see Rowan-Salisbury Board of Education Policy 6125, or call your school office, or contact Student Services at 704-630-6001.

Penalty for Policy Violations

The first violation of this policy by a student in grades K-12 will result in a ten-day short-term suspension. The first and subsequent violations may result in a recommendation for long-term suspension depending on extenuating circumstances. The student shall be recommended for chemical dependency assessment and intervention, except as outlined in the Policy Exceptions and Intervention Option section included below.

Policy Exceptions and Intervention Option

An alternative to long term suspension and/or alternative placement may be made only in cases involving a first offense of this policy during a given school year where the infraction does not involve the sale, intent to sale, or distribution of a substance prohibited by this policy. A student in violation of this policy for the first time shall be suspended for a minimum of ten (10) days and shall be recommended for intervention.

In order to participate in the intervention, the student must receive a chemical dependency assessment at the student's/parent's expense from a licensed chemical dependency assessment center approved by the Board of Education. The school's student support specialist will monitor the student's progress toward fulfilling the recommendations provided by the assessment. The student shall remain suspended from the school where the violation occurred for no less than ten (10) school days. If a chemical dependency assessment has not been initiated within ten (10) school days, the student may be recommended for suspension for the remainder of the school year. Re-entry into school is assured after an assessment has been completed and treatment (if recommended) is in progress. If a suspension occurs within the last ten days of school, a student shall not be enrolled in a Rowan-Salisbury school for the next school year until an assessment is completed and treatment (if recommended) is in progress. The Board continually seeks to explore and implement other intervention alternatives. Other such alternatives may be implemented after this document is printed. Administrators at each school are updated on intervention alternatives as they become available and are approved by the Board of Education.

SECTION V: PROVISIONS FOR ENFORCEMENT OF CODE OF CONDUCT VIOLATIONS

Temporary Suspension

The principal/assistant principal may impose a temporary suspension prior to a hearing if the presence of the student creates a direct and immediate threat to the safety of other students or staff, or substantially disrupts or interferes with the education of other students or the maintenance of discipline at the school. In such cases, the principal shall give notice of the charges and an opportunity for an informal hearing as soon as practicable.

Short-Term Suspension

The exclusion of a student from school attendance for disciplinary purposes for up to 10 school days from the school to which the student was assigned at the time of the disciplinary action. A short-term suspension does not include the removal of a student from class by the classroom teacher, principal or other authorized school personnel for the remainder of the subject period or one-half of a school day and/or changing the student's location to another room or place on the school premises. A student subject to short-term suspension shall be provided the following:

1. The opportunity to take textbooks/one-to-one devices home for the duration of the suspension.
2. Upon request, the right to receive all missed assignments and, to the extent practicable, the materials distributed to students in connection with the assignment.
3. The opportunity to take any quarterly, semester, or grading period examinations missed during the suspension period.

Long-Term Suspension

Suspension from school, school activities, and school grounds in excess of 10 days but not exceeding the time remaining in the school year except as provided in G.S. 115C- 390.1(b)(7). This long-term suspension must have the approval of the superintendent or designee. For more information see RSS Board of Education Policy 4353 Long Term Suspensions and Policy 4370 Student Discipline Hearings.

365-Day Suspension

365-day suspension from school, school activities, and school grounds for a period of 365 days as specified in G.S. 115C-390.10 Gun Possession. This long-term suspension must have the approval of the superintendent. For more information see RSS Board of Education Policy 4353 Long Term Suspensions and Policy 4370 Student Discipline Hearings.

Expulsion

Indefinite exclusion from the Rowan-Salisbury School system of a student (1) who is 14 years of age or older and (2) whose behavior indicates that the student's continued presence in school constitutes a clear threat to the safety of employees or other students. Also, in accordance with N.C.G.S. §115C-390.11(a)(2), a local Board of Education may expel any student subject to sex offender registration pursuant to N.C.G.S. §14-208.18. Expulsion can only be authorized by the Board of Education, upon the recommendation of the principal and the superintendent.

Disciplinary Reassignments

Reassignment to an alternative program must be approved by the superintendent or superintendent designee.

Calculation of Days

Number of days refers to days when schools are in session for students except for reference to a 365-day suspension, which refers to calendar days.

Mandatory Offenses Reportable to Law Enforcement

As per NC General Statutes 115C-288 (g) When the principal has personal knowledge, a reasonable belief, or actual notice from school personnel that an act listed below has occurred on school property, regardless of the age or grade of the perpetrator or victim, the school principal must immediately report it to law enforcement officials. The principal shall also notify the superintendent or his/her designee in writing or by electronic mail regarding any report made to law enforcement under this section. The superintendent or his/her designee shall provide the information to the local Board of Education.

The mandatory reportable offenses are as follows:

1. Assault resulting in serious personal injury
2. Sexual assault
3. Sexual offense
4. Rape
5. Kidnapping
6. Possession of a firearm in violation of the law
7. Possession of a weapon in violation of the law
8. Possession of controlled substance in violation of the law
9. Assault involving the use of a weapon
10. Taking indecent liberties with a minor

Mandatory Reporting of Other Serious Violations

In addition to the ten (10) reportable offenses listed above, any Level III, IV, or V violation must be immediately reported to the superintendent or the superintendent's designee.

Authority to Search

School officials have authority to conduct reasonable searches and seizures in accordance with RSS's Policy 4342 for the purpose of maintaining a safe, orderly environment and of upholding standards of conduct established by the board or school.

STUDENT ADMISSIONS AND READMISSIONS

In accordance with G.S. 115C-366 (a4)

When a student transfers into the public schools of a local school administrative unit, that local Board of

Education shall require the student's parent, guardian, or custodian to provide a statement made under oath of affirmation before a qualified official indicating whether the student is, at the time, under suspension or expulsion from attendance at a private or public school in this or any other state or has been convicted of a felony in this or any other state. This subsection does not apply to the enrollment of a student who has never been enrolled in or attended a private or public school in this or any other state.

In accordance with G.S. 115C-366 (a5)

Notwithstanding any other law, a local Board of Education may deny admission to or place reasonable conditions on the admission of a student who has been suspended from a school under G.S. 115C-G.S. 115C-390.10 or who has been suspended from a school for conduct that could have led to a suspension from a school within the local school administrative unit where the student is seeking admission until the period of suspension has expired. Also, a local Board of Education may deny admission to or place reasonable conditions on the admission of a student who has been expelled from a school under G.S. 115C- 390.11 or who has been expelled from a school for behavior that indicated the student's continued presence in school constituted a clear threat to the safety of other students or staff as found by clear and convincing evidence, or who has been convicted of a felony in this or any other state. If the local board of education denies admission to a student who has been expelled or convicted of a felony, the student may request the local board of education to reconsider that decision in accordance with G.S. 115C-390.12.

STUDENT READMISSIONS

In accordance with G.S. 115C-390.12 and Policy 4362 - Requests for Readmission of Students Suspended for 365 days or expelled, all students suspended for 365 days or expelled may, after 180 calendar days from the date of the beginning of the student's suspension or expulsion, request in writing readmission to Rowan-Salisbury Schools.

SCHOOL BUS SUSPENSIONS

The principal, or his designee, shall have the authority to suspend a student from riding a school bus for a period of 10 days or less if the student willfully violates policies of conduct established by the local board of education or the school. North Carolina statutes do not guarantee a student the right to ride a school bus. Therefore, upon repeated violations of school bus regulations, the principal may suspend a student from riding a school bus for the remainder of the school year.

SECTION VI: SUSPENSION PROCEDURES AND DUE PROCESS

The Board of Education mandates and the law requires that all students be treated fairly and honestly in resolving grievances, complaints, or suspensions/expulsions. Due process will be defined as fair and reasonable notices and approaches to all areas of student governance and discipline on the part of all school officials. The principal shall give full and complete consideration to the defense or excuses, if any, made by the student and dismiss the charges if not satisfied as to the guilt of the student or reduce the punishment if not satisfied as to the reasonableness of the proposed disciplinary action under all the circumstances. Due process procedures will be followed in accordance with Policies 4351, 4353, 4370. A summary of those procedures is provided below. Students and parents should consult the relevant policy for complete information.

SHORT-TERM SUSPENSIONS (10 DAYS OR LESS) (Policy 4351)

Students and their parents/guardians will be given an opportunity for an informal hearing with the principal/assistant principal before a short- term suspension is imposed. Except in the circumstances described below, a student and his or her parent/guardian must be provided an opportunity for an informal hearing with the principal/assistant principal before a short-term suspension is imposed. The principal/assistant principal may hold the hearing immediately after giving the student and his or her parent/guardian oral or written notice of the charges against him or her. At the informal hearing, the student and his or her parent/guardian has the right to be present, to be informed of the charges and the basis for the accusations and to make statements in defense or mitigation of the charges. Following the hearing, the principal/assistant principal shall provide written notice to the parent/guardian of his or her final decision.

1. TEMPORARY (IMMEDIATE) SUSPENSION

A student may be removed from school immediately without a prior opportunity for a hearing if the student's presence in school poses a direct and immediate safety threat or is substantially disruptive. In that case, the notice and opportunity for an informal hearing will be provided as soon as practicable.

2. NOTICE TO PARENT OR GUARDIAN

The school administrator will notify the student's parent or guardian that a short-term suspension has been imposed. If English is the second language of the parent, the notice must be provided in English and in the parent's primary language, when the appropriate foreign language resources are readily available. Both versions must be in plain language and easily understandable. The notice will explain why the student has been suspended and will describe the student's misconduct. The notice will be provided on the day of the suspension when reasonably possible, but no later than two days after the suspension is imposed.

3. APPEAL OF SHORT-TERM SUSPENSION PROCEDURE

If the parent believes that the assistant principal/principal failed to provide the student with sufficient notice of the charges or opportunity to respond to the charges, then the parent shall appeal to the principal of the school. After the appeal at the school level the parent will have five (5) school days from the date of the principal's/assistant principal's decision to make a written request to the superintendent or his/her designee for a review of the suspension procedure. There shall be no right to appeal a short-term suspension to the board of education.

LONG-TERM SUSPENSION, 365-DAY SUSPENSION, EXPULSION (Policy 4353)

1. Long-term suspension, 365-Day suspension, and expulsion procedures will be followed in accordance with Policy 4353. These procedures include the right to written notice of the proposed discipline and the right to request a full hearing before the disciplinary penalty is imposed.
2. The school administrative hearing shall be held within the 10-day suspension. Therefore, from the date the Notice of Charges, and hearing was mailed, or hand delivered to the parent or legal custodian.
3. A principal may recommend to the superintendent the long-term suspension of any student who willfully engages in conduct that violates a provision of the Student Code of Conduct that authorizes long-term suspension. Only the superintendent or his/her designee has the authority to long-term suspend a student.
4. A long-term suspension can be appealed within three (3) days of receipt of the notice from the school principal recommending long-term suspension, 365-day suspension, or expulsion. The superintendent or designee will notify the parent of the hearing date, which will be scheduled within the first 10 days of suspension.
5. Following an administrative hearing, a student or parent has the right to appeal a long-term suspension decision to the Board Appeals Committee. A request for a board hearing must be made in writing three (3) days following the administrative hearing decision. For more information see RSS Board of Education Policy 4353 Long- term Suspensions and Policy 4370 Student Discipline Hearings.

DISCIPLINARY REASSIGNMENTS

Students may be reassigned to an alternative school as a disciplinary consequence. The alternative program or school will meet the requirements of the standard course of study and provide the student the opportunity to make timely progress toward grade promotion and graduation.

1. Before recommending a student for a disciplinary reassignment, the student will be provided the due process procedures applicable to short-term suspensions, described above.
2. The principal/assistant principal will provide the student with the due process procedures applicable for

short-term suspensions, including written notice of charges and a hearing. In addition, the school administrative hearing shall be held not less than two (2) school days from the date the notice of suspension and/or policy violations were mailed or hand delivered to the parent or legal custodian.

3. If the principal recommends a disciplinary reassignment, he/she shall submit such recommendation to the superintendent's designee for approval/disapproval.
4. The parent shall be provided an opportunity to present any further information to the superintendent's designee, regarding the proposed disciplinary reassignment through a Request for an Appeal of a Disciplinary Reassignment form provided by the principal. The form must be submitted to the Rowan-Salisbury Schools' Office of Student Services within three (3) school days of the school administrative hearing.
5. A student attending school under a disciplinary reassignment is not eligible for athletic participation and is not permitted on his/her home school campus without prior permission from the principal.
6. A student who is reassigned to an alternative school by way of a disciplinary reassignment has the right to a board appeal of the final administrative decision. A panel of three board members shall hear appeals of a final administrative decision. No new evidence, written or verbal may be presented without the prior knowledge and consent of both parties or upon a majority vote of the hearing panel. The Board will place reasonable time limits on the hearing. The hearing will be private and will be recorded.

NON-DISCRIMINATION ON THE BASIS OF DISABILITIES

The Board of Education will not discriminate against qualified persons with disabilities on the basis of a disability. This non-discrimination policy includes, but is not limited to, benefits of and participation in system programs and activities. The system will provide aids, benefits and school services to a person with disabilities in the most integrated school setting appropriate to his or her needs so that he or she may have an opportunity commensurate to that provided to persons without disabilities to obtain the same results, gain the same benefit or reach the same level of achievement. For more information, please see RSS Board of Education Policy 1730/4022/7231.

MEDICAL SCREENINGS

Rowan-Salisbury Schools conducts various screenings for students in compliance with applicable federal and state laws. Routine mass screenings, such as vision, lice, hearing and dental are performed annually according to NC state recommendations. If you do not wish for your child to participate, please notify the school/ school nurse. If there are any concerns regarding your child's screening results, you will be notified. You may also contact Student Services at 704-630-6001 if you have further questions or visit the RSS Website School Health page at <http://www.rss.k12.nc.us/school-health>.

SECTION VII: DISCRIMINATION AND HARASSMENT PROHIBITED BY FEDERAL LAW 1710/4020/7230

The board acknowledges the dignity and worth of all students and employees and strives to create a safe, orderly, caring, and inviting school environment to facilitate student learning and achievement. The board prohibits discrimination on the basis of race, sex, color, national origin, religion, disability, or age (over 40), and will provide equal access to the Boy Scouts and other designated youth groups as required by law.

The board will not tolerate any form of unlawful discrimination or harassment in any of its education activities or programs. All forms of prohibited discrimination and harassment are subject to this policy except the following, for which the board has established more specific policies.

- Discrimination and harassment on the basis of sex is addressed in policy [1720/4030/7235](#), Title IX Nondiscrimination on the Basis of Sex.
- Discrimination and harassment in employment is addressed in policy [7232](#), Discrimination and Harassment in the Workplace.

In addition, the process set out in this policy for bringing complaints does not apply to the following.

- Complaints of sexual harassment will be brought in accordance with the processes established in policies [1725/4035/7236](#), Title IX Sexual Harassment – Prohibited Conduct and Reporting Process, and [1726/4036/7237](#), Title IX Sexual Harassment Grievance Process.
- Employee allegations of discrimination or harassment will be addressed using the process established in policy [7232](#), Discrimination and Harassment in the Workplace.
- Allegations regarding or related to the identification, evaluation, educational placement, or free appropriate public education of a student under Section 504 or the IDEA may be raised through the system of procedural safeguards established under policy [1730/4022/7231](#), Nondiscrimination on the Basis of Disabilities, (for Section 504 complaints) or in accordance with the procedures described in *Parents Rights & Responsibilities in Special Education*, published by the NC Department of Public Instruction (for IDEA complaints).

The board takes seriously all reports of unlawful discrimination and harassment and directs school officials to take prompt action to investigate and remedy violations of this policy. The superintendent is responsible for providing effective notice of this policy to students, parents, and employees.

The board encourages students, visitors, and other non-employee individuals who believe that they may have been discriminated against or harassed in violation of this policy, (including on the basis of disability, as specified in policy [1730/4022/7231](#), Nondiscrimination on the Basis of Disabilities), to report such conduct as soon as possible through the process provided in Section B of this policy. Employees who believe that they may have been discriminated against or harassed should report through the process provided in policy [7232](#), Discrimination and Harassment in the Workplace. Individuals who have witnessed or who have reliable information that another person has been subject to unlawful discrimination or harassment may report the conduct to an individual designated in Section B of this policy.

Any report made through the process established in this policy may be made anonymously, except mandatory employee reports.

A. Prohibited Behavior

Students, school system employees, volunteers, and visitors are expected to behave in a civil and respectful manner. The board expressly prohibits unlawful discrimination and harassment as defined below by students, employees, board members, volunteers, or visitors. “Visitors” includes parents and other family members and individuals from the community, as well as vendors, contractors, and other persons doing business with or performing services for the school system.

1. Discrimination

Discrimination is any act or failure to act, whether intentional or unintentional, by an employee or agent of the school system that unreasonably and unfavorably differentiates treatment of others based solely on their membership in a legally-protected class so as to interfere with or limit their ability to participate in or benefit from the services, activities, or privileges offered by the school system's education program. For purposes of this policy, the legally protected classes are race, color, national origin, religion, and disability.

2. Harassment

Prohibited harassment is deliberate unwelcome conduct directed at another person or group of persons based on their membership in a legally protected class that creates a hostile environment. Harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents.

Harassment creates a hostile environment when the conduct is sufficiently severe, pervasive, or persistent so as to interfere with or limit a person's ability to participate in or benefit from the services, activities, or opportunities offered by the school system.

Examples of behavior that may constitute harassment include, but are not limited to, acts of disrespect, intimidation, or threats, such as verbal taunts, name-calling and put-downs, epithets, derogatory comments or slurs, exclusion from peer groups, extortion of money or possessions, implied or stated threats, assault, impeding or blocking movement, offensive touching, or any physical interference with normal work or movement, and visual insults, such as derogatory posters or cartoons. Harassment may occur through electronic means, such as through the Internet, email, or text message. Legitimate age-appropriate pedagogical techniques are not considered harassment.

3. Application of the Policy

This policy applies to behavior that takes place: (1) in any school building or on any school premises before, during, or after school hours; (2) on any bus or other vehicle as part of any school activity; (3) at any bus stop; (4) during any school-sponsored activity or extracurricular activity; (5) at any time or place when the individual is subject to the authority of school personnel; or (6) at any time or place when the behavior has a direct and immediate effect on maintaining order and discipline in the schools.

This policy will not be construed to allow school officials to punish student expression or speech based on undifferentiated fear or apprehension of a disturbance or out of a desire to avoid the discomfort and unpleasantness that may accompany an unpopular viewpoint.

B. Reporting Discrimination or Harassment

1. Any person who believes that he or she has been discriminated against or harassed in violation of this policy by any student, employee, or other person under the supervision and control of the school system, or any third person who knows or suspects conduct that may constitute discrimination or harassment should inform a school official designated in Section C below. Reports also may be made anonymously through the anonymous tip line.

2. Mandatory Reporting by School Employees

Any employee who witnessed or who has reliable information or reason to believe that a student or other individual may have been discriminated against or harassed in violation of this policy must report the offense immediately to an appropriate individual designated in Section C below. Any doubt about whether particular conduct is possible discrimination or harassment under this policy or any other policy of the board must be resolved in favor of reporting the conduct.

Employees who observe an incident of harassment are expected to intervene to stop the conduct in situations in which they have supervisory control over the perpetrator and it is safe to do so. If an employee knows of an incident involving discrimination or harassment and the employee fails to report the conduct or take proper action or knowingly provides false information in regard to the incident, the employee will be subject to disciplinary action up to, and including, dismissal.

3. Preliminary Inquiry

School officials may make a preliminary inquiry when a report is received to understand what occurred and to determine whether further action under this policy or otherwise is necessary.

C. Complaints of Discrimination and Harassment

1. A student, visitor, or other non-employee individual who believes he or she is the victim of unlawful discrimination or harassment in violation of this policy, or any person who has witnessed or who has reliable information that another person has been subject to unlawful discrimination or harassment under this policy, may make a formal written complaint to any of the following persons:

- a. the principal or assistant principal of the school at which either the alleged victim or alleged perpetrator attends or is employed;
- b. the Section 504 coordinator or the ADA coordinator for claims of discrimination on the basis of a disability; or
- c. for claims of other forms of prohibited discrimination, the applicable civil rights coordinator as established in Section I of this policy.

If a written complaint alleges that the perpetrator is an employee, the school official receiving the complaint shall notify the senior human resources official without delay.

2. A written complaint alleging that a student has been discriminated against or harassed will be addressed in accordance with this policy.

A written complaint alleging that an employee has been discriminated against or harassed will be addressed in accordance with policy [7232](#), Discrimination and Harassment in the Workplace.

A written complaint alleging that person who is not a student or employee has been discriminated against or harassed will be addressed in accordance with the general process for resolving complaints provided in policy [1742/5060](#), Responding to Complaints, not this policy.

3. Time Period for Making a Complaint

Alleged discrimination or harassment should be reported as soon as possible but no later than 30 days after disclosure or discovery of the facts giving rise to the complaint. Complaints submitted after the 30-day period may be investigated; however, individuals should recognize that delays in reporting may significantly impair the ability of school officials to investigate and respond to such complaints.

D. School Officials' Response to Reports and Complaints of Discrimination or Harassment

1. Investigation

School officials shall investigate all formal written complaints received. Reports of discrimination or harassment that are not followed by a formal written complaint may be investigated at the discretion of school officials and may be investigated even if the alleged victim does not seek action by school officials.

a. The principal or designee or site supervisor will be the investigator when the alleged perpetrator is a student or third party. The senior human resources official or designee will be the investigator when the alleged perpetrator is an employee. The superintendent may determine that individual circumstances warrant the assignment of a different investigator.

Notwithstanding the above designations, (1) if the alleged perpetrator is the senior human resources official, the superintendent will be the investigator, and (2) if the alleged perpetrator is the superintendent or a member of the board, the board chair shall direct the board attorney to investigate, unless the board chair determines that outside counsel should be engaged to investigate.

b. As applicable, the investigator shall immediately notify the Section 504, ADA, or other relevant coordinator of the complaint, and, as appropriate, may request assistance from the coordinator in conducting the investigation.

c. If the investigator, after interviewing the complaining party and/or the alleged victim and consulting with the board attorney, determines that the allegations submitted, even if factual, do not constitute discrimination or harassment as defined in this policy or policy [1730/4022/7231](#), Nondiscrimination on the Basis of Disabilities, school officials shall address the matter outside the scope of this policy. Information regarding the investigator's determination and the process for addressing the complaint will be provided to the complaining party.

d. Any investigation conducted must be impartial, prompt, and thorough. The investigator shall investigate the facts and circumstances related to the allegation(s) of discrimination or harassment and give the alleged perpetrator an opportunity to respond to the allegations.

The investigator shall consider all the evidence collected, the context in which the alleged incidents occurred, the age and maturity of the parties, and any other relevant circumstances, and shall determine whether the alleged act(s) constitutes a violation of this policy, policy [1730/4022/7231](#), Nondiscrimination on the Basis of Disabilities, and/or any other board policy or expected standard of student or employee behavior.

e. The complaint and investigation will be kept confidential to the extent possible and consistent with law. Information may be shared only with individuals who need the information in order to investigate and address the complaint appropriately and those with a legal right to access the information.

2. Investigator's Findings

a. If the investigator finds that discrimination occurred, the investigator shall take or recommend steps to address the discrimination.

b. If the investigator finds that harassment occurred and created a hostile environment, the investigator shall assign or recommend appropriate disciplinary consequences for the perpetrator and/or take or recommend other reasonable measures to eliminate the hostile environment and prevent its recurrence.

c. If the investigator finds that the conduct did not violate this policy but violated policy [4329/7311](#), Bullying and Harassing Behavior Prohibited, or another board policy or expected standard of conduct, the investigator shall assign or recommend discipline or other action appropriate to the violation.

d. The investigator shall make a record of the evidence and findings of the investigation and the assigned or recommended discipline and/or other remedial action and provide a copy to the appropriate civil rights coordinator. If the investigator recommends a disciplinary consequence or remedial action that is beyond his or her authority, the investigator shall provide a copy of the record to the superintendent for further action.

e. The investigator shall inform the alleged victim and alleged perpetrator of the outcome of the investigation.

3. Steps to Reasonably End Discrimination or Harassment

a. The superintendent is responsible for taking or causing appropriate action to be taken in response to discrimination and harassment in violation of this policy. Appropriate action must include:

i. reasonable, timely, age-appropriate corrective action intended to end the discrimination or harassment and prevent it from recurring;

ii. as needed, reasonable steps to address the effects of the discrimination or harassment on the victim; and

iii. as needed, reasonable steps to protect the victim from retaliation as a result of the complaint.

b. Appropriate steps to end discrimination and harassment may include, but are not limited to, separating the parties, providing counseling for the parties, and/or taking disciplinary action against a perpetrator determined to have violated this policy. The superintendent may take non-punitive measures to end or

prevent instances of discrimination or harassment regardless of whether any individual has been found responsible for the discrimination or harassment. The superintendent also may implement or direct the implementation of classroom-wide, school-wide, or school system-wide responses such as additional staff training, harassment prevention programs, and other measures reasonably calculated to end the behavior, eliminate a hostile environment and its effects if one has been created, and prevent recurrence of the behavior.

c. The applicable civil rights coordinator shall encourage victims of discrimination and harassment to report any subsequent problems and may conduct follow-up inquiries as warranted to determine if there have been any new incidents of discrimination or harassment or any instances of retaliation.

E. Appeals

1. If the alleged victim is dissatisfied with the outcome of the investigation, he or she may appeal the decision to the superintendent (unless the alleged perpetrator is the superintendent, in which case the alleged victim may appeal directly to the board in accordance with the next paragraph). The appeal must be submitted in writing within three school business days of receiving the notice of the outcome of the investigation. The superintendent may review the documents, conduct any further investigation necessary, or take any other steps the superintendent determines to be appropriate in order to respond to the complaint. The superintendent shall provide a written response within 10 days after receiving the appeal, unless further investigation is needed.

2. Student victims may appeal the superintendent's decision to the board in accordance with subsection E.5.a of policy [1740/4010](#), Student and Parent Grievance Procedure. Employees may appeal the superintendent's decision to the board in accordance with subsection E.4.a of policy [1750/7220](#), Grievance Procedure for Employees.

3. Any student or employee subject to discipline for violating this policy will be accorded all rights provided by law.

F. Retaliation Prohibited

The board prohibits retaliation against any person for making a report or complaint of a violation of this policy, supporting someone for reporting or intending to report a violation of this policy, or participating in the investigation of a reported violation of this policy. No reprisals will be taken by the board against a complaining party or other individual unless the person knew or had reason to believe that the complaint or report was false or knowingly provided false information. Any person who is found to have engaged in retaliation will be subject to discipline, up to and including dismissal. Acts of retaliation may also be subject to policy [1760/7280](#), Prohibition Against Retaliation.

G. Training and Programs

The board directs the superintendent to establish training and other programs that are designed to prevent discrimination and harassment and to foster an environment of understanding and respect for all members of the school community. Information about the prohibited conduct and complaint procedure in this policy

and those in policies [1725/4035/7236](#), Title IX Sexual Harassment – Prohibited Conduct and Reporting Process, and [1726/4036/7237](#), Title IX Sexual Harassment Grievance Process, must be included in the training plan.

As funds are available, the board will provide students, employees, and volunteers who have significant contact with students with additional training regarding the board's efforts to address discrimination and harassment and will create programs to address these issues. The training or programs should (1) provide examples of behavior that constitutes discrimination or harassment; (2) teach employees to identify groups that may be the target of discrimination or harassment; and (3) train school employees to be alert to locations where such behavior may occur, including locations within school buildings, at school bus stops, on cell phones, and on the Internet.

H. Records

The superintendent or designee shall maintain confidential records of complaints or reports of discrimination or harassment. The records must identify the names of all individuals accused of such offenses and the resolution of such complaints or reports. The superintendent also shall maintain records of training conducted and corrective action(s) or other steps taken by the school system to provide an environment free of discrimination and harassment.

I. Contacts for Inquiries

The superintendent has appointed individuals to coordinate the school system's efforts to comply with and carry out its responsibilities under federal nondiscrimination laws, including investigating any complaints communicated to school officials alleging noncompliance with those laws. Inquiries about the application of the nondiscrimination laws addressed in this policy may be referred to the designated civil rights coordinator and/or the Assistant Secretary for Civil Rights in the Office for Civil Rights at the U.S. Department of Education.

The contact information for the designated civil rights coordinators is as follows.

a. The Section 504 Coordinator is: **Judy McLaughlin**
Office Address: **500 N. Main St., Salisbury, NC 28144**
Email Address: McLaughlinjd@rss.k12.nc.us
Phone Number: **704.630.6028**

b. The ADA Coordinator is: **Dr. Elizabeth Mitcham**
Office Address: **500 N. Main St., Salisbury, NC 28144**
Email Address: mitchamec@rss.k12.nc.us
Phone Number: **704.630.6079**

c. The Age Discrimination Coordinator is: **Dr. Jill Freeman-Hall**
Office Address: **500 N. Main St., Salisbury, NC 28144**
Email Address: freemanj@rss.k12.nc.us
Phone Number: **704.630.6084**

d. The Coordinator for Other Non-discrimination Laws is: Dr. Jill Freeman-Hall
Office Address: **500 N. Main St., Salisbury, NC 28144**
Email Address: freemanj@rss.k12.nc.us
Phone Number: **704.630.6084**

The contact information for the U.S. Department of Education Office for Civil Rights with jurisdiction over North Carolina is as follows.

4000 Maryland Ave, SW
Washington, DC 20202-1475
Telephone: 202-453-6020 TDD: 800-877-8339
FAX: 202-453-6021 Email: OCR.DC@ed.gov

SECTION VIII: RSS BOARD OF EDUCATION REGULATION 4302-R - Use of Seclusion & Restraint

The following rules will govern the use of seclusion and restraint by school personnel. As used in this regulation, "school personnel" means employees of the Board and any persons working on school grounds or at a school function under a contract or written agreement with the public school system or for another agency to provide educational or related services to students.

A. PHYSICAL RESTRAINT

Physical restraint means the use of physical force to restrict the free movement of all or part of a student's body.

Physical restraint will be considered to be a reasonable use of force when used in the following circumstances:

1. as reasonably needed to obtain possession of weapons or other dangerous objects on the person or within the control of a student;
2. as reasonably needed to maintain order or to prevent or break up a fight.
3. as reasonably needed for self-defense;
4. as reasonably needed to ensure the safety of any student, employee, volunteer, or other person present;
5. as reasonably needed to teach a skill, to calm or comfort a student, or to prevent self-injurious behavior;
6. as reasonably needed to escort a student safely from one area to another;
7. if used as provided for in an IEP, Section 504, or behavior intervention; or
8. as reasonably needed to prevent imminent destruction to school or another person's property.

Except as set forth above, physical restraint of students will not be considered reasonable use of force, and its use is prohibited. In addition, physical restraint will not be considered a reasonable use of force when used solely as a disciplinary consequence.

B. MECHANICAL RESTRAINT

Mechanical restraint means the use of any device or material attached or adjacent to a student's body that restricts freedom of movement or normal access to any portion of the student's body and that the student cannot easily remove.

Mechanical restraint of a student by school personnel is permissible only in the following circumstances:

1. when properly used as an assistive technology device included in the student's IEP, Section 504, or behavior intervention plan or as otherwise prescribed by a medical or related service provider;
2. when using seat belts or other safety restraints to secure a student during transportation;
3. as reasonably needed to obtain possession of weapons or other dangerous objects on the person or within the control of a student;
4. as reasonably needed for self-defense;
5. as reasonably needed to ensure the safety of any student, employee, volunteer, or other person.

Except as set forth above, mechanical restraint, including the tying down, taping, or strapping down of student, will not be considered to be a reasonable use of force, and its use is prohibited.

C. SECLUSION

Seclusion means the confinement of a student alone in an enclosed space from which the student is (a) physically prevented from leaving or (b) incapable of leaving due to physical or intellectual capacity.

Seclusion of a student by school personnel may be used in the following circumstances:

1. as reasonably needed to respond to a person in control of a weapon or other dangerous object;

2. as reasonably needed to maintain order or prevent or break up a fight;
3. as reasonably needed for self-defense;
4. as reasonably needed when a student's behavior poses a threat of imminent physical harm to self or others or imminent substantial destruction of school or another person's property; or
5. when used as specified in the student's IEP, Section 504, or behavior intervention plan; and
 - A. the student is constantly monitored by an adult in close proximity who is able to see and hear the student at all times;
 - B. the student is released from seclusion upon cessation of the behaviors that led to the seclusion or as otherwise specified in the student's IEP, Section 504, or behavior intervention plan;
 - C. the confining space has been approved for such use by the local education agency;
 - D. the space is appropriately lighted, ventilated, and heated or cooled; and
 - E. the space is free from objects that unreasonably exposed the student or others to harm.

Except as set forth above, the use of seclusion will not be considered a reasonable use of force when used solely as a disciplinary consequence.

D. ISOLATION

Isolation means a behavior management technique in which a student is placed alone in an enclosed space from which the student is not prevented from leaving.

Isolation is permitted as a behavior management technique provided that:

1. the isolation space is appropriately lighted, ventilated and heated or cooled;
2. the duration of the isolation is reasonable in light of the purpose for the isolation;
3. the student is reasonably monitored; and
4. the isolation space is free from objects that unreasonably expose the student or others to harm.

E. TIME-OUT

Time-out means a behavior management technique in which a student is separated from other students for a limited period of time in a monitored setting. Teachers are authorized to use time-out to regulate behavior within their classroom.

F. AVERSIVE PROCEDURES

Aversive procedure means a systematic physical or sensory intervention program for modifying the behavior of a student with a disability that causes or reasonably may be expected to cause one or more of the following:

1. significant physical harm, such as tissue damage, physical illness, or death;
2. serious and foreseeable long-term psychological impairment;
3. obvious repulsion on the part of observers who cannot reconcile such extreme procedures with acceptable standard practice, for example:
 - A. electric shock applied to the body;
 - B. extremely loud auditory stimuli;
 - C. forcible introduction of foul substances to the mouth, eyes, ears, nose or skin;
 - D. placement in a tub of cold water or shower;
 - E. slapping, pinching, hitting or pulling hair;
 - F. blindfolding or other forms of visual blocking;
 - G. unreasonable withholding of meals;
 - H. eating one's own vomit; or
 - I. denial of reasonable access to toileting facilities.

The use of aversive procedures in public schools is prohibited.

G. NOTICE, REPORTING, AND DOCUMENTATION

1. School staff will promptly notify the principal or designee of any of the following:
 - A. any use of aversive procedures;
 - B. any prohibited use of mechanical restraint;
 - C. any use of physical restraint resulting in observable physical injury to a student;
 - D. any prohibited use of seclusion; or
 - E. any seclusion exceeding 10 minutes or beyond the amount of time specified on a student's behavior intervention plan.

2. Notice to Parents
When a principal or designee has personal or actual knowledge of any of the events listed above, he or she shall promptly notify the student's parent or guardian and shall provide the name of the school employee whom the parent or guardian may contact regarding the incident.

3. Written Report to Parents
Within a reasonable period of time not to exceed 30 days after the incident, the principal or designee shall also provide the parent or guardian with a written incident report. This report must include the following:
 - A. the date, time of day, location, duration, and description of the incident and interventions;
 - B. the event or events that led up to the incident;
 - C. the nature and extent of any injury to the student; and
 - D. the name of the school employee the parent or guardian can contact regarding the incident.

4. Report to State Board
The Board will maintain a record of incidents reported under the procedure described above and will provide this information annually to the State Board of Education.

5. Non-Retaliation for Reporting
An employee making a report alleging a prohibited use of physical or mechanical restraint, seclusion or aversive procedure will NOT be discharged, threatened or retaliated against through compensation, terms, conditions, location or privilege of employment by any local Board of Education or any employee unless the employee knew or should have known that the report was false.

Confirmation of Receipt of the 2022-2023 Code of Student Conduct

Please complete and return this page to the school within three days or receipt of this document.

Name of Student _____

Student Confirmation of Receipt (Grades 6-12)

My signature below indicates that I have received a copy of the Code of Conduct for the Rowan Salisbury Schools to be shared with my parents or guardians.

Signature of Student _____ Date _____

Parent/Guardian Confirmation of Receipt (Grades K-12)

My signature below indicates that I as a parent/guardian of a student in a Rowan-Salisbury Schools received a copy of a **Code of Conduct** for the Rowan-Salisbury Schools and will communicate with my child to help him/her understand the responsibilities as a student in this school system. I can be reached at this telephone number during normal school hours:

Area Code (____) _____

Current Residence _____

Email Address _____

If the above number changes, the school office must be notified immediately. Failure to do so will severely limit the school's ability to contact parents in the event of a medical emergency or disciplinary incident involving your child. Two-way communication is critical. Parents limit their right to receive timely notice of any disciplinary action taken against their child if they do not provide the school a telephone number where they can be reached during normal business hours. I understand this expectation.

Name of Parent/Guardian _____ Date _____

Signature of Parent or Guardian _____

Confirmation of 2022-2023 One to One Technology Agreement

Inappropriate Use of Technology (Responsible Use Policy)

The use of school system technological resources, including access to the Internet, is a privilege, not a right. There is no expectation of privacy on the school network or on school owned devices. Individual users of the school system's technological resources are responsible for their behavior and communications when using those resources. Responsible use of school system technological resources is use that is ethical, respectful, academically honest, and supportive of student learning. Each user has the responsibility to respect others in the school community and on the Internet. Users are expected to abide by the generally accepted rules of network etiquette. Inappropriate use includes, but is not limited to, posting inappropriate language, messages, pictures, downloading games, apps, etc. via unauthorized proxy or other inappropriate programs. Student discipline may include short-term suspension or recommendation of long-term suspension, depending on the severity of the student's actions. In some instances, law enforcement agencies will be contacted where appropriate. This infraction could therefore be a Level II or Level III infraction depending on the total circumstances.

Board of Education Policy 3225/4312/7320 states "All students and employees must be informed annually of the requirements of this policy and the methods by which they may obtain a copy of this policy. Before using school system technological resources, students and employees must sign a statement indicating that they understand and will strictly comply with these requirements." Inclusion of this in the Code of conduct fulfills this requirement.

(For more information see RSS Board of Education Policy 3225/4312/7320 Technology Responsible Use)

Signature of Student _____ Date _____

Signature of Parent/Guardian _____ Date _____

