

Disciplinary Action and Discharge Procedures

Personal Conduct for District Coaches, Supervisors and Volunteers During School Sponsored Events and/or Activities

District coaches, supervisors and all other District personnel are first and foremost responsible for maintaining the safety and well-being of students, including players and other participants in and spectators at District events. The Board also recognizes the rights of its employees, as citizens, to engage in brief personal conduct during designated times. The following guidelines articulate how and when coaches and other supervisors may engage in personal conduct while on duty:

Primary Rule Governing Personal Conduct: The safety and well-being of District students must always be the primary objective for District personnel, including all full-time and part-time employees. Maintaining order at school events and ensuring that the District is able to control the content of its programs and communicate its own messages to students are also critically important governmental aims that all District personnel must serve (see 6512P, Security). As a result, coaches and supervisors of District activities must coordinate, even during designated periods for personal conduct, to ensure that students are sufficiently supervised at all times during District events and when students are present. If multiple supervisors wish to engage in personal conduct, the head coach or principal organizer of a district event may implement a system of staggered or rotating personal conduct but may not favor any one person or one type of personal conduct over any other.

A. Personal Conduct Defined:

1. Personal conduct is defined as brief, private conduct outside the scope of an employee's job duties that takes place during a District event.
 - i. Examples of acceptable personal conduct include making a brief phone call to a family member or friend, quickly checking social media, reading a newspaper article, or saying a brief, private prayer.
2. Individuals engaging in personal conduct may not invite anyone else, whether students or otherwise, to join in that conduct.
3. Personal conduct does not include any words or actions that:
 - i. Threaten the safety of students or staff or put students or staff at risk of harm,
 - ii. Distract coaches or supervisors from their coaching or supervisory duties for a more than de minimis periods,
 - iii. Create a reasonable risk of substantial disruption or material interference with a school event, *Tinker v. Des Moines Ind. Cmty. Sch. Dist.*, 393 U.S. 503, 514 (1969),
 - iv. Coerce anyone, including students or other District employees, to participate in religious exercise, *Kennedy v. Bremerton Sch. Dist.*, 142 S. Ct. 2407, 2429 (2022),
 - v. Promote illegal activity, *Morse v. Frederick*, 551 U.S. 393, 408 (2007),

- vi. Constitute lewd or indecent speech, *Bethel Sch. Dist. No. 403 v. Fraser*, 478 U.S. 675, 686 (1986), or
- vii. Constitute harassing, bullying, or intimidating behavior in violation of District Procedures 3207P.

B. Designated Times for Personal Conduct:

1. During the District event, personal conduct is permitted only while coaches or supervisors are not actively performing their coaching or supervisory roles or duties and the performance of personal conduct will not disrupt the District event. The following specific guidelines are consistent with that rule:
 2. Personal conduct is permitted:
 - i. While student participants are competing or performing in the District event, and coaches and supervisors are *not* instructing them, as long as no student participants are within 25 feet of the coach or supervisor when that individual's personal conduct begins, or
 - ii. After student participants have exited the event performance space.
 3. Personal conduct is strictly prohibited:
 - i. While student participants are competing or performing in the District event and coaches or supervisors are instructing them,
 - ii. While student participants are participating in ceremonial activities during the District event that require supervision, and
 - iii. While student participants are within 25 feet of the coach or supervisor when the coach's or supervisor's personal conduct begins.
- C. Persons subject to this procedure with questions about it, or who wish to appeal any decisions implementing it, should contact the Superintendent/Designee.