

## STAFF CONDUCT

The Evansville Community School District expects its employees to do quality work, maintain confidentiality, work efficiently, and exhibit a professional, courteous and respectful attitude toward other employees, parents, and students.

The District also expects employees to:

1. Comply with all applicable work rules, job descriptions, terms of the *Employee Handbook* and legal obligations; and
2. Comply with the standards of conduct set out in Board policies, the *Employee Handbook*, and with any other policies, regulations and guidelines that impose duties, requirements or standards attendant to their status as District employees.

Violation of any policies, rules, regulations and guidelines may result in disciplinary action, up to and including discharge. Disciplinary actions shall be carried out in accordance with established District procedures.

Some infractions have implications beyond the employment relationship between the District and an individual employee, and the District may inform local, state, and federal officials of such conduct. Included among the behaviors covered by this policy are violations of applicable law, “immoral conduct” that could result in revocation of an individual’s licensure through the Wisconsin Department of Public Instruction, and any other actions that the District deems pertinent.

Legal Ref.: Sections 19.41-.59 Wisconsin Statutes (Code of Ethics for Public Officials and Employees)

101.123 (Smoking Prohibited)

115.31 (License or Permit Revocation; Reports; Investigation)

125.09 (General Restriction)

943.70 (Computer Crimes)

946.10 (Bribery of Public Officers and Employees)

946.12 (Misconduct in Public Office)

946.13 (Private Interest in Public Contract Prohibited)

947.0125 (Unlawful Use of Computerized Communication Systems)

Chapter 961 (Uniform Controlled Substances Act)

Federal Statutes: Drug-Free Workplace Act of 1988  
Pro-Children Act of 2001  
Children's Internet Protection Act  
Federal Copyright Law [17 U.S.C.]

Local Ref: Policy #512-Employee Harassment