Hickman County Board of Education

	Descriptor Term: **Staff Rights & Responsibilities**	Descriptor Code: **5.600**	Issued Date: **03/06/23**
		Rescinds: **5.600**	Issued: **11/02/20**

In fulfilling any citizenship rights and responsibilities, employees shall give proper consideration to the educational welfare of students and ensure that no conflict exists with their actual duties.

Each staff member has the right to:

1. A work environment free from sexual, racial, ethnic, and religious discrimination/harassment;[1]

2. Academic freedom within the confines of state law and board policy in order to create an atmosphere of freedom in the classroom;

Educators have the right to:[2]

1. Be treated with civility and respect as well as having his/her professional judgement and discretion respected;

2. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or appropriate agencies;

3. Provide students with a safe environment;

4. Defend themselves and their students from physical violence or harm;[3]

5. Share information regarding a student's educational experience, health, or safety with the student's parent(s)/guardian(s) unless otherwise prohibited;[4]

6. Review all instructional material or curriculum before being utilized by students; and

7. Not be required to use his/her personal money to appropriately equip a classroom.

8. Report students who commit offenses of assault and battery or vandalism on school property endangering the life, health, or safety of others pursuant to state law;[5] and

9. Receive benefits in accordance with state law if the educator is a teacher who is on leave due to a physical assault or other violent criminal act committed during the course of employment.[6]

Each staff member has the responsibility to:

1. Make themselves familiar with and abide by, the laws of the state as these affect their work, the policies of the board and the procedures designed to implement them;

2. To adhere to the Teacher Code of Ethics;[7]

3. Exercise good judgment in selecting issues for discussion and balance the relative maturity of students and the students' right to know;

4. Be courteous and helpful in interacting and responding to parents, visitors and members of the public;

5. Keep all records and prepare and submit promptly all reports that may be required by state law, state board regulations, board policy and administrative procedures; and

6. Wear appropriate dress for work according to board guidelines and local school rules.

Legal References

1. 42 USCA § 2000e-2(a), (b); TCA 49-6-8004
2. TCA 49-5-209; Public Acts of 2023, Chapter No. 153
3. TCA 49-6-2802

Cross References

Curriculum Development 4.200
Controversial Issues 4.800
Religious Content of Courses 4.804

4. 20 USCA § 1232g
5. TCA 49-6-4301
6. TCA 49-5-714
7. TCA 49-5-1001 *et seq.*

Staff-Student Relations 5.610
Ethics 5.611