

Moore County Schools' Police

2021-2022

New Teacher Induction
New Employee Orientation
Substitute/Coach Training

This training is not intended to cover all possible situations, but it is intended to provide the user an overview of important policies.



School Board Policies

The screenshot shows the Moore County Schools website. At the top, there is a navigation bar with "Select a School" and "Language" dropdowns, a "Login" button, and a search bar. Below this is the Moore County Schools logo with the tagline "ENGAGE • INSPIRE • SUCCEED" and social media icons for Facebook, Twitter, YouTube, and Instagram. The main navigation menu includes "Home", "About Us", "Leadership", "Community", "Academics", "Parents", "Students", and "Schools". A yellow arrow points to the "Leadership" menu item, which has a dropdown menu open. The dropdown menu lists: "Board of Education", "Superintendent of Schools", "Departments", "Board Meeting Schedule", "District Budget", "Strategic Plan", "Mission, Vision and Core Beliefs", "Organizational Chart", "School Board Policies" (highlighted in teal), "Ustream Channel", "Board Meeting Archive", and "Guidelines for Public Comment". Below the navigation is a large banner image of a teacher and students in a classroom. To the right of the banner is an "Announcements" section with a list of items: "2019-2020 School Calendar", "Multi-Year Student Assignment Plan Information", "Student Survey Feedback Portal", and "2019-2020 Kick-Off Videos", with a "View All" link at the bottom right. At the bottom of the page is a utility bar with icons and labels for "Buses", "Menus", "Calendar", "Enroll Now", "PowerSchool", and "Jobs".

Quick Search



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MOORE COUNTY SCHOOLS

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- 3000 SERIES - INSTRUCTIONAL PERSONNEL
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- 6000 SERIES - STUDENT SERVICES
- 7000 SERIES - SUPPORT SERVICES
- 8000 SERIES - ADMINISTRATIVE SERVICES
- ADDITIONAL INFORMATION OF INTEREST
- Revision History

POLICY MANUAL

The online manual provides the board of education's policies and related regulations in a fully searchable, easy-to-use format.

Navigation

Use the Table of Contents to the left to view all policies and related procedures within each section. Click on the closed book  or open book  icons beside each section heading to expand or collapse an item and view its subparts. Individual policies, exhibits and regulations are identified in the Table of Contents by the paper icon . You may also use the Next and Back buttons at top right to browse the policies  .

Search

You may search for policies by policy number or specific words by using the search box at top left.

Recent Revisions

Click here to view [recent modifications](#) to board policies.




Questions

If you have any questions or comments regarding this manual, please contact the local district office.

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



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3005/4005/8305 CODE OF ETHICS AND STANDARDS OF CONDUCT

Each employee is responsible for both the integrity and the consequences of his or her own actions. The highest standards of honesty, integrity, and fairness must be exhibited by each employee when engaging in any activity concerning the school system, particularly in relationships with vendors, suppliers, students, parents, the public, and other employees. Employee conduct should be such as to protect both the person's integrity and/or reputation and that of the school system. An unswerving commitment to honorable behavior by each and every employee is expected. Integrity can accommodate the inadvertent error and the honest difference of opinion; it cannot accommodate deceit or subordination of principle.

Each employee should conduct himself in such a manner as to promote a safe, secure, and orderly school environment. Further, each employee's conduct should foster a climate of respect at the school and, thus, by example demonstrate that appropriate personal conduct should be a priority for all students and all school employees.

Employees shall perform their jobs in a competent and ethical manner without violating either the public trust or applicable laws, policies and regulations. It is not practical or possible to enumerate all of the situations that might fall under the guidelines of this policy. In addition to other policies, regulations and approved practices that have been established covering specific areas of activity (such as purchasing), the absence of law, policy or regulation covering a particular situation does not relieve an employee from the responsibility to exercise the highest ethical standards at all times.

Legal Reference: [G.S. 14-234 to -236](#); [115C-47](#) and [-105.47](#).

Adopted: July 30, 1990

Revised: June 12, 1998; January 7, 2013

Moore County Schools

CODE OF ETHICS & STANDARDS OF CONDUCT

(3005/4005/8305)

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STAFF-STUDENT RELATIONS

(3036/4036/8336)

- All...are **prohibited** from dating, courting or entering into a romantic or sexual relationship with any student...
 - regardless of the student's age
 - regardless of whether the involvement is consensual
 - regardless of the nature of the relationship, whether face-to-face or via electronic means such as telephone, texting or social media
- Reporting required
- Felony charge

STAFF-STUDENT RELATIONS

(3036/4036/8336)

- Employees are prohibited from engaging in other forms of one-to-one electronic communications (e.g., voice, voice mail, email, texting, and photo or video transmission) with students without written prior approval of the employee's supervisor and the student's parent.

CHILD ABUSE-REPORTS AND INVESTIGATIONS

(6730)

- The law requires reporting by **any person**, including any employee of the Moore County Board of Education
- Failure to report is a misdemeanor offense

COMPULSORY ATTENDANCE AGE

(6010)

- Every parent or guardian residing within the school system and having charge or control of a child between the ages of seven (7) and sixteen (16) years shall cause such child to attend school continuously for a period equal to the time that the public schools are in session.
- Reporting required

DISCRIMINATION/HARASSMENT/BULLYING

- Policy 3060/4060/6060 – Discrimination and Harassment Prohibited by Federal Law
- Policy 3065/4065/6065 – Title IX Nondiscrimination on the Basis of Sex
- Policy 3070/4070/6070 – Title IX Sexual Harassment – Prohibited Conduct and Reporting Process
- Policy 3075/4075/6075 – Title IX Sexual Harassment Grievance Process
- Policy 3080/4080/6080 – Bullying and Harassing Behavior Prohibited
- Policy 3085/4085 – Discrimination and Harassment in the Workplace

DISCRIMINATION/HARASSMENT/BULLYING

Definitions

Bullying/Harassing Behavior:

- Conduct that is, or reasonably appears to be, motivated by actual or perceived differentiating personal characteristics, or by a person's association with someone who has or is perceived to have a differentiating personal characteristic.
- Such characteristics include, but are not limited to, race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation, or mental, physical, developmental or sensory disability.

DISCRIMINATION/HARASSMENT/BULLYING

Definitions

Examples of Bullying/Harassing Behavior:

- Repeated acts of disrespect, intimidation or threats, such as verbal taunts, name-calling and put-downs, epithets, derogatory or lewd comments, spreading rumors, extortion of money or possessions, implied or stated threats, assault, offensive touching, physical interference with normal work or movement, visual insults, such as derogatory posters or cartoons and sharing photos or videos that may subject a person to ridicule.

DISCRIMINATION/HARASSMENT/BULLYING

Definitions

Sexual Harassment – Prohibited Behaviors:

- Conditioning aid, benefit or service of the school system on an individual's participation in unwelcome sexual conduct
- Unwelcome conduct so severe, pervasive and offensive that it denies a person equal access
- Sexual assault, including rape, statutory rape, fondling and incest
- Dating violence
- Domestic violence
- Stalking

DISCRIMINATION/HARASSMENT/BULLYING

Definitions

Examples of Sexual Harassment:

- Unwelcome sexual advances; requests for sexual favors; and other verbal or physical conduct of a sexual nature, such as deliberate, unwelcome touching that has sexual connotations or is of a sexual nature; suggestions or demands for sexual involvement accompanied by implied or overt promises of preferential treatment or threats; pressure for sexual activity; continued or repeated offensive sexual flirtations, advances or propositions;

DISCRIMINATION/HARASSMENT/BULLYING

Definitions

Examples of Sexual Harassment, continued:

- Continued or repeated verbal remarks about an individual's body; sexually degrading words used toward an individual or to describe an individual; sexual assault; sexual violence; the display of sexually suggestive drawings, objects, pictures, or written materials; posting sexually suggestive pictures of a person without the person's consent; and forwarding pornographic material depicting a classmate or other member of the school community.

DISCRIMINATION/HARASSMENT/BULLYING

Definitions

Examples of Sexual Harassment, continued:

- Acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping but not involving conduct of a sexual nature may also constitute sexual harassment.

SMOKING AND TOBACCO PRODUCTS

(3032/4032/6610/8555)

- None permitted on the property

DRUG-FREE WORKPLACE

(3007/4007/8307)

- Work environments must be free of employees who are under the influence of alcohol or illegal drugs, or who abuse prescription drugs
- Emphasis will be placed on rehabilitation of employees who abuse drugs or alcohol (See EAP Policy 3009/4009/8309)
 - If the employee seeks help before work is affected

WEAPONS, DANGEROUS INSTRUMENTS

(3045/4045/6605/8565)

- No person shall possess, carry, use or threaten to use, or encourage another person to possess, carry, use or threaten to use
 - loaded or unloaded firearm, including a gun, pistol, or rifle
 - explosives, including a bomb, grenade, or mine
 - knife, including a pocket knife, bowie knife, switchblade, dirk, or dagger
 - other weapon

WEAPONS, DANGEROUS INSTRUMENTS

(3045/4045/6605/8565), cont.

- With the passage of House Bill 937, a person who has a valid concealed handgun permit or who is exempted by state law from needing a permit to carry a concealed handgun, may possess a handgun, not a long gun, on school property under any of the following conditions:
 - the handgun is in a closed compartment or container in the person's locked vehicle or in a locked container securely affixed to the person's vehicle
 - The person may unlock the vehicle to enter or exit provided the handgun remains in the closed compartment at all times and the vehicle is locked immediately following the entrance or exit

WEAPONS, DANGEROUS INSTRUMENTS

(3045/4045/6605/8565), cont.

- The handgun is concealed on the person **and** the person remains in a locked vehicle
 - The person may unlock the vehicle to allow another person to enter or exit
- The person is within a locked vehicle and removes the handgun from concealment only for the amount of time reasonably necessary to move it to a closed compartment or container within the vehicle or to move it from the closed compartment or container to concealment on the person.
- This exception does not apply to students.

SEARCH AND SEIZURE

(6600)

- To maintain order and discipline in the schools and to protect the safety and welfare of students and school personnel, school authorities may search a student, student lockers or student automobiles under [certain] circumstances...and may seize any illegal, unauthorized, or contraband materials discovered in the search.
 - Best to leave searches to administrators and police
 - Cell phones may be “protected”

CRIMINAL ARRESTS AND CONVICTIONS

(3050/4050)

- Employees of the Moore County Schools are expected to comply with all criminal laws, in addition to all policies and procedures of the Board of Education.
- Any charge, including DWI, must be reported in writing to the supervisor by the next business day.
- Criminal backgrounds are monitored.

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