

Per the 2022-2023 Parent-Student Handbook, and in conjunction with the Parish School Policy Handbook from the Archdiocese of Milwaukee, parents and students are expected to adhere to expectations and uphold policy.

This code of conduct applies to parents, guardians, caregivers, volunteers, and visitors who interact with our school. It also applies to parents, guardians, caregivers, volunteers, and visitors who are present at school and school-sponsored activities, meetings, and/or functions within and outside of school hours. As parents, guardians, caregivers, volunteers, and visitors, there is an expectation of support for the Vision and Mission of Catholic Education in the Archdiocese of Milwaukee.

Divine Mercy Parish School is a multifaceted organization of a diversity of populations that have distinctive relationships with one another. Relationships are at the very core of our Catholic belief, beginning with our foundation, the Holy Trinity. This doctrine inspires us as individuals within Catholic Schools, to attempt to be a living Catholic community in relationship with God and others. It is essential that in such a community that ***all*** members recognize and respect not only their own rights and responsibilities, but also the rights and responsibilities of other members of the community and those of the school itself.

The responsibility for promoting and upholding these core values of the school community must fall on all those with the greatest capacity to reason and control their actions. Therefore, it is the expectation of the school that all parents, guardians, caregivers, volunteers, and visitors model acceptable behavior always within the school setting, at school-sponsored events/activities or when the school can be involved in social or professional media. “Among the means to foster education, the Christian faithful are to hold schools in esteem; schools are the principle assistance to parents in fulfilling the function of education. Parents must cooperate closely with the teachers of the schools to which they entrust their children to be educated; moreover, teachers in fulfilling their duty are to collaborate very closely with parents, who are to be heard willingly and for whom associations for meetings are to be established and highly esteemed.” (The Code of Canon Law, 796).

All Catholic schools are private property. This Code is designed to guide all stakeholders in their dealings with staff, other parents, students, and the wider school community.

In living out the Gospel values, we strive to create a safe environment for all stakeholders by developing the following:

- An inclusive and welcoming attitude towards all people.
- A cooperative attitude in working with others.
- An open, positive, and honest communication.
- The ability to work civilly with other people.
- The reverence for Creation.
- Trusting relationships in partnership with responsible actions.

Rights of Parent, Guardian, Caregiver, Volunteer, and Visitor:

- To be treated with respect and courtesy by staff, students and other parents.
- To be heard and clearly communicated with by the school regarding your child/ren’s education and development.
- To have confidentiality over sensitive issues respected by faculty/staff.

- To be treated in a caring, polite manner.
- To have a timely response to concerns raised, usually within 48 hours.
- To be treated with professionalism by all faculty/staff members in school and parish.

As a Parent, Guardian, Caregiver, Volunteer, ad/or Visitor we ask that you:

- Support, in words and actions, the philosophy of Catholic Education.
- Recognize that the education of children is a joint responsibility of the parents and the school community.
- Respect the decisions made by the school and parish administration, even if you disagree with them.
- Work in trust with the school for the common goal of achieving what is best for all.
- Communicate with the school and parish in a supportive manner, which does not interfere with the administrative functioning of the school.
- Support your child/ren in all educational endeavors with praise, encouragement, and interest.
- Understand and model the importance of a parent/child/school relationship and communicate any concerns to the school and/or in a constructive, appropriate manner.
- Observe, support, and adhere to the school policies as outlined in the Parent-Student Handbook.
- Support the school in its efforts to maintain a positive teaching and learning environment.
- Refrain from engaging in gossip and hearsay by communicating with the school and always modeling good manners for your child/ren.
- Encourage and model community building, positive relationships, and interactions.
- Value the school community and its reputation, especially when engaging with social media.

Behaviors that will not be tolerated:

- Disruptive behavior which interferes or threatens to interfere with any of the school's normal operations or activities anywhere on the school premises.
- Any inappropriate behavior on the school premises, including but not limited to, loud and offensive language or displaying a temper to others.
- Threatening in any way, a member of the school or parish staff, visitors, fellow parents or children.
- Sending abusive or threatening emails or text/voicemail/phone messages or other written communications (including social media) to anyone within the school or parish community.
- Defamatory, offensive or derogatory comments regarding the school or any of the pupils/parents/parish or school staff on Facebook or other sites.
- The use of physical, verbal or written aggression towards another adult or child.
- Approaching someone else's child in order to discuss or chastise them because of the actions towards their own child.

Online/Social Media Conduct

Before you post, we ask that social media, whether public or private, should not be used to fuel campaigns and voice complaints against the school, school or parish staff, school or parish administrators, parents, children or parishioners. Social media is not to be used as a medium to air concerns or grievances about the school, parish, students, or any staff (parish or school).

Inappropriate use of social media by a parent to publicly humiliate or criticize another parent, member of the parish or school staff or administration, or a child will not be tolerated.

Online activity that will not be tolerated:

- Abusive or personal comments about school or parish staff, school or parish administration, students or other parents.
- Bringing the school in disrepute.
- Posting defamatory or disparaging comments
- Emails circulated, or sent directly, with abusive or personal comments about school or parish staff or children.
- Using social media to publicly challenge school or parish policies or discuss issues about individual children or members of parish or school staff or administration.
- Threatening behavior, such as verbally intimidating staff, or using bad language.

Public Conduct on School Property

Schools are a place of work and learning. Certain limits must be set for parents, volunteers, and other visitors of our school and classrooms. All persons on school property or attending a school function shall conduct themselves in a respectful and orderly manner. School property is private property and use of areas need prior approval from Buildings & Grounds.

Conduct that will not be tolerated on school property:

- Intentional damage or destruction of school property or the property of a teacher, administrator, or parish staff member or any other person lawfully on school property (such as graffiti and arson).
- Disruption of the orderly conduct of classes, school program, school sponsored events/activities or other school activities.
- Intimidation, harassment, or discrimination against any person on the basis of race, creed, national origin, religion, age, gender, sexual orientation or disability.
- Entering any portion of the school premises without authorization or remaining in any building or facility after it is normally closed .
- Possessing, consuming, selling, distributing or exchanging alcoholic beverages, controlled substances, or being under the influence of either on school property or at a school function.
- Possessing or using weapons in or on school property or at a school function, except in the case of law enforcement officers.

Potential Corrective Actions

As part of the partnership of educating our children, parents are expected to uphold and follow the policies and procedures that have been laid forth in the code of conduct and the parent-student handbook. Corrective action will be taken for individuals who do not uphold the code of conduct or handbook. Listed below are potential corrective actions. The principal and pastor have the right to choose the most appropriate corrective action, as listed in the code of conduct, on a case by case basis.

- Verbal and written warning
- Removal from premises by authorities
- Banning of individual(s) from entering/being on school property/grounds
- Termination of enrollment of parent's child(ren)

DIVINE MERCY CATHOLIC SCHOOL
Code of Conduct Acknowledgement

As a parent/guardian choosing to enroll my child(ren) in Divine Mercy Catholic School, I have read the Code of Conduct. I understand that I may ask Divine Mercy Catholic School for clarification regarding any content in the Code of Conduct. I also understand that this Code of Conduct is a guideline and should not be construed as a contract between Divine Mercy Catholic School, parents/guardians or any other person. Divine Mercy Catholic School is committed to reviewing its policies continually and reserves the right to review and change its policies at any time. Divine Mercy Catholic School also reserves the right to make the final interpretation of all current or future policies and to make the determination, entirely within its discretion, as to whether the facts of a specific situation warrant action on its part.

Student Name

Parent Signature

Date

Parent Signature

Date