



**CREATIVE
SCIENCE
SCHOOL**

Community Agreement

A safe community with a culture of integrity is created by an atmosphere in which all individuals are treated with compassion and respect.



As a member of the Creative Science School Community, I agree to do my best to foster and sustain an environment in which each person feels safe, valued, and respected.



Everyone has the right to:

- be treated with compassion and respect
- be themselves
- be safe physically and emotionally
- be allowed to speak openly
- be empowered to remind others of the community agreement

It is everyone's responsibility to:

- be respectful and courteous
- treat each other with fairness
- communicate clearly and listen graciously
- be accountable for our own actions and the actions of our guests
- presume good intent

Facebook policy for the Community Agreement:

We will not engage in online discussions which conflict with the Community Agreement.

Follow the Steps to Resolution for any conflicts. Community Agreement violators will be contacted directly and given the opportunity to remove their post before the post is deleted.

Community members who violate the Community Agreement two times will be removed from the CSS Facebook community.



Steps For Resolution

Before making a complaint ask yourself:

- Will it hurt the CSS community in the long run?
- Will it cause conflict with the teachers, staff, or administration?
- Will this conduct subject me, my co-volunteers, or the PTA organization to legal fines or criminal charges?
- What is my reasoning or motivation for filing a complaint?

Attempt to resolve the issue directly with the person(s) of concern. Make all efforts to resolve the complaint yourself.

If the aggrieved party is not satisfied with the initial response or the issue is not resolved to the satisfaction of both parties, then the following process may be enacted:

Grievance should be presented, in writing, to the CSS principal for investigation/arbitration/mediation. The principal may form an executive committee which will consist of a teacher, a CSS parent or community member, and two board members.

The grievance will be reviewed and a decision made within fourteen (14) days of being presented to the principal. All parties involved should keep a written record of actions taken.

Investigation of complaints should be conducted in a fair and transparent manner that accords respect to all parties and reflects the principles of natural justice.

All parties to a complaint will be informed of the outcome(s).

Once the committee reaches a decision, the grievants shall accept the resolution determined by the group.