

# Hamilton County Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Staff Rights &amp; Responsibilities</b>	Descriptor Code: <b>5.600</b>	Issued Date:
		Rescinds:	Issued:

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

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4 **Each staff member has the right to:**

- 5  
6 1. A work environment free from sexual, racial, ethnic and religious discrimination/harassment.<sup>1</sup>  
7  
8 2. Academic freedom within the confines of state law and board policy in order to create an  
9 atmosphere of freedom in the classroom.

10  
11 **Each staff member has the responsibility to:**

- 12  
13 1. Make themselves familiar with and abide by, the laws of the state as these affect their work,  
14 the policies of the Board and the procedures designed to implement them.<sup>2</sup>  
15  
16 2. To adhere to the Code of Ethics of the Tennessee Education Association.<sup>3</sup>  
17  
18 3. Exercise good judgment in selecting issues for discussion and balance the relative maturity  
19 of his/her students and the students' right to know.  
20  
21 4. Be courteous and helpful in interacting and responding to parents, visitors and members of the  
22 public.  
23  
24 5. Keep all records and prepare and submit promptly all reports that may be required by state law,  
25 state board regulations, board policy and administrative procedures.  
26  
27 6. Wear appropriate dress for work according to board guidelines and local school rules.

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29 **Use of Electronic Communications**

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31 **The Hamilton County Board of Education considers any electronic media that an employee might use**  
32 **to communicate with students to be an extension of the classroom. Accordingly, the Board expects**  
33 **employees to use professional judgment and appropriate decorum when using any such media. In view**  
34 **of this expectation, the superintendent reserves the right to inspect an employee's use of any such**  
35 **electronic media and to require any employee to disclose his or her use to secure enforcement of the**  
36 **Board's expectations.**

37  
38 **Legal References:**

- 39 1. 42 U.S.C.A. § 2000 E-E2; TCA 49-6-8002 through 8006  
40 2. TCA 49-5-201  
41 3. TCA 49-5-501(3)

37  
38 **Cross References:**

- 39 Curriculum Development 4.200  
40 Controversial Issues 4.800  
41 Religion in the Curriculum 4.804