

# Hamblen 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: <b>04/25/13</b>
		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 1. A work environment free from sexual, racial, ethnic, and religious discrimination/harassment.<sup>1</sup>
- 6 2. Academic freedom within the confines of state law and Board policy in order to create an  
7 atmosphere of freedom in the classroom.
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11 Each staff member has the responsibility to:

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

- 34 1. 42 U.S.C.A. § 2000 E-E-2; TCA 49-6-8002 through 8006
- 35 2. TCA 49-5-201
- 36 3. TCA 49-5-501(3)

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38 Cross References:

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