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VISITOR CODE OF CONDUCT

PURPOSE:

The Hawai'i State Department of Education (Department) is committed to living Aloha and providing a safe and harmonious learning and work environment. Living Aloha inspires a culture of respect, cooperation, and mutual support. With this in mind, we create clear expectations for visitors while they are on Department property and/or during Department activities.

DEFINITIONS:

"Department Activities" includes but is not limited to Department functions/events, Department operations, Department sponsored activities, as well as extracurricular activities.

"Prohibited Behavior" includes but is not limited to abusive and/or vulgar language and/or gestures, talking over one another, behavior that encroaches on another's personal space, intimidation/intimidating behavior, intentionally destroying/damaging Department property, intentionally disrupting Department activities, offensive comments, physical aggression, physical attacks, profanity, and threats/threatening behavior.

"Visitors" includes non-Department employees as well as Department employees who are not acting in connection with their duties and responsibilities to the Department.

EXPECTATIONS:

The following are expectations that all Visitors must comply with:

- **Respectful Communication:** Visitors shall communicate and conduct themselves in a respectful and courteous manner with Department employees, students, and other Visitors, refraining from engaging in Prohibited Behaviors. Communication channels include but are not limited to in-person conversations, video calls (e.g., Zoom, Teams, Google Meet), text messages, email, telephone calls, voicemails, social media posts, and messages, etc.
- **Boundaries:** Visitors shall respect the personal and professional boundaries of Department employees, students, and other Visitors, refraining from engaging in Prohibited Behaviors.

- Compliance with School Policies: Visitors shall comply with all requirements for being on Department property or at a Department Activity, which may include but is not limited to signing-in, requesting permission to enter the property or attend the function, etc.
- Compliance with Legal Requirements: Visitors shall treat all Department employees, students, and other Visitors with fairness, dignity, and respect, and shall comply with all applicable laws and regulations, including those related to harassment, discrimination, and personal conduct.

CONSEQUENCES FOR VIOLATIONS:

Violation of this Visitor Code of Conduct may result in appropriate action, including but not limited to restrictions on the types of communications that will be allowed (e.g., requiring written communication as opposed to telephone calls, etc.), restrictions on access to school premises or participation in Department Activities, the suspension of privileges, or legal action where appropriate, in accordance with applicable laws and regulations.

