



Safe, Harassment-Free Schools

Angie McDonald, ADN, RN, NASSNC

KDE State School Nurse Consultant

Michelle Malicote, BSN, RN, NASSNC

KDPH School Health Branch Manager

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Kentucky Department of
E D U C A T I O N

Objectives:

- Understand the statutes that protect school employees against harassment
- Can identify behaviors that may warrant action by school officials
- Aware of procedures for reporting and review



Background

- School nurses are public servants that work closely with community members.
- From time to time, parents or others may become upset or disagree with school staff.
- School nurses, by nature, want to avoid conflict and strive to make everyone happy. However, it is not acceptable to become the target of the anger or disagreement.
- Nurses need to know that they are protected by law and should act accordingly.

**KRS 161.190 Abuse of a
teacher, classified employee or
school administrator prohibited**

KRS 161.190

- Whenever a teacher, classified employee, or school administrator is functioning in his capacity as an employee of a board of education of a public school system, it shall be unlawful for any person to direct speech or conduct toward the teacher, classified employee, or school administrator when such person knows or should know that speech or conduct will disrupt or interfere with normal school activities or will nullify or undermine the good order and discipline of the school.



KRS 161:190 Continued



District employees shall be courteous and helpful in interacting and responding to parents, visitors, and members of the public



In turn, individuals who come onto district property or contact school employees for school or district business are expected to behave accordingly



Persons coming onto district property shall be under the jurisdiction of the site administrator or designee

Behaviors which may warrant further action include but are not limited to:

1. Cursing and use of obscenities

2. Disrupting or threatening to disrupt school or office operations

3. Acting in an unsafe manner that could threaten the health or safety of others

4. Verbal or written statements or gestures indicating intent to harm an individual or property

5. Physical attacks intended to harm an individual or substantially damage property

What Should You Do?

If an individual behaves in a discourteous and uncivil manner, employees may respond as needed, to include but are not limited to the following options:

1. Hang up on the caller
2. End a meeting
3. Ask the individual to leave school
4. Call the site administrator or designee for assistance
5. Call the police
6. Follow district policy

Reporting and Review:

- Employees are required to report all incidents which involve incivility to their site administrator/designee and to the superintendent.
- Incidents should be reviewed for further action by the superintendent including but not limited to restraining orders or pursuit of other legal options on behalf of the district.

Contact Information:

Angie McDonald, ADN, RN, NASSNC
KDE State School Nurse Consultant
Angela.Mcdonald@education.ky.gov

Michelle Malicote, BSN, RN, NASSNC
KDPH School Health Branch Manager
Michelle.Malicote@ky.gov

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