

GISW Code of Conduct & Ethics

Rationale: We have an exceptional community at the German International School Washington, which is committed to the highest standards of ethical conduct and professionalism. The GISW community shares a responsibility to ensure that we deliver a high-quality educational experience to our students to prepare them for successful and enriching lives beyond graduation. This code of conduct outlines the expectations of the GISW for collaboratively creating an environment that fosters positive communication and the wellbeing of our students, employees, and the broader community. All members of the school community have a right to an environment free from harassment and to converse comfortably in a positive and co-operative manner. In order to maintain an environment of mutual respect we would like to remind parents, staff, visitors, and students about the expected conduct when on school property, attending a meeting or an event on school grounds, using any media platform.

Everyone has the right to be treated with respect, courtesy, and professionalism.

In order to create a welcoming environment for students, parents/guardians, employees and the school community, members of the GISW community:

- recognize that the education of children is a joint responsibility of the parents and the school community.
- help children understand that in a democratic society appropriate rules are required to maintain a safe, orderly environment.
- know school and classroom rules and help children understand them.
- convey to students and families a supportive attitude toward education and the school community.
- help the children develop good social skills while emphasizing kindness, respect, and open-mindedness.
- support the students in all educational endeavors by giving praise and showing interest in school activities.
- help child/ren to understand that giving your best effort is important.
- demonstrate that both parents and teachers work together for the benefit of the child/ren.
- listen to each child but remember that other students may present a different account of information.
- understand the importance of a healthy parent/teacher/child triangle and communicate any concerns to your child's teacher in a constructive manner.
- work in co-operation to address any unacceptable behavior shown by child/ren.
- support the school in its efforts to maintain a positive teaching and learning environment.
- support an open minded and respectful exchange of ideas and information between student, family and staff related to achievement, organization, and/or behavior.
- provide and receive feedback constructively and respectfully.

When communicating with each other we:

- communicate openly and respectfully
- use respectful language at all times.
- remain calm and polite.
- are aware that events have many sides, be prepared to listen to them and seek to verify facts before stating a concern.
- are mindful of what we say in order to respect the reputation of teachers and parents
- schedule appointments at a mutually convenient time.
- do not discuss any grievances in front of child/ren regarding the school.
- refrain from posting defamatory, offensive or derogatory comments/pictures/videos regarding the school or any of the pupils/parents/staff/governors at the school on Facebook, Instagram, WhatsApp or any other social media sites.
- ‘think before we post’. We expect that social media, whether public or private, are not being used to fuel campaigns and voice complaints against the school, school staff, parents or children.

No person shall:

- use language that threatens, degrades, or humiliates another individual.
- bully, harass, or intimidate students, employees, parents or other adults.
- engage in conduct that is rude or disrespectful to others.
- discriminate against parents/guardians, coworkers, supervisors, students or other citizens based on race, ethnicity, national origin, gender, ancestry, religion, family/parental status, sexual orientation, marital status, age, physical or mental disability.
- retaliate against an employee, student, parent/guardian or another person for reporting any information related to real or perceived inappropriate incidents.
- send abusive or threatening emails or text/voicemail/phone messages or other written communications (including social media) to anyone within the school community.
- use social media inappropriately to publicly humiliate or criticize another parent, member of staff, or child.
- enter any portion of the school premises without authorization.
- disrupt the orderly conduct of classes, school programs, or other school activities.
- violate the traffic laws and parking regulations on school property.
- engage in conduct that endangers the safety of students, employees, parents/guardians, or the public.
- intentionally injure any other person or threaten to do so.
- intentionally damage, deface, or destroy school property or the property of any staff member, employee, independent contractor, or any other person lawfully on school property.

Please note: If a member of the school community violates the Code of Conduct & Ethics, appropriate consequences will be taken in accordance with the Rules and Regulations of the GISW.