

Obion County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Staff Rights & Responsibilities	Descriptor Code: 5.600	Issued Date: 02/02/04
		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:**

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6 1. A work environment free from sexual, racial, ethnic and religious discrimination/harassment.¹
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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.

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12 **Each staff member has the responsibility to:**

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

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34 **Legal References:**

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

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Cross References:

- Curriculum Development 4.200
Controversial Issues 4.800
Religion in the Curriculum 4.804