

Policy Type: Governance Policy

Title: Conduct and Appropriate Behavior Policy

Effective: May 20th, 2026

Purpose

The purpose of this Conduct and Appropriate Behavior Policy is to establish general expectations, responsibilities, and procedures for Custom Class Charter School (“Custom Class”) in a manner consistent with applicable law, Utah State Board of Education rule, and the school’s flexible instructional model.

1. General Policy Statement

Custom Class adopts this policy to support lawful, safe, effective, and mission-aligned school operations. The Governing Board authorizes school administration to implement this policy through procedures, forms, training, and operational practices that are appropriate for Custom Class’s online, hybrid, community-based, and in-person programs.

This policy is intended to be applied flexibly and reasonably. When operational details are not specifically stated in this policy, school administration may establish procedures consistent with the policy, applicable law, and Board direction.

2. Professional Conduct

Employees, contractors, volunteers, and representatives of Custom Class are expected to act professionally, honestly, respectfully, and in a manner that protects students and supports public trust in the school.

Individuals shall maintain appropriate boundaries with students, avoid conflicts of interest, protect confidential information, follow school policies, and comply with lawful directives from school leadership.

3. Prohibited Conduct

Prohibited conduct includes discrimination, harassment, retaliation, abuse, neglect, inappropriate physical contact, inappropriate electronic communication, misuse of public resources, dishonesty, unlawful conduct, and any conduct that creates a material risk to students, staff, or school operations.

Concerns about inappropriate conduct may be investigated by school administration and may result in corrective action, discipline, removal from duties, contract action, reporting to licensing authorities, or referral to law enforcement or child protection agencies when required.

4. Reporting and Response

Employees and volunteers are expected to promptly report conduct concerns through appropriate school channels. Nothing in this policy limits mandatory reporting obligations or a person’s right to report unlawful conduct to appropriate authorities.

Administration and Review

School administration may maintain procedures, forms, training materials, agreements, and internal guidance necessary to implement this policy. The Governing Board may review and revise this policy periodically to reflect legal updates, USBE guidance, operational needs, or Board direction.

Nothing in this policy creates a private right of action, contract right, or entitlement beyond that required by applicable law. If any provision conflicts with controlling law, the law shall govern and the remaining provisions shall continue in effect.

Certification

The undersigned officers and/or Board of Directors of Custom Class Charter School certify that this policy was duly adopted as of the date below.



Matthew J. Middione - Board Chair



Douglas Reed - Board Vice Chair

Effective Date: May 20th, 2026

Revised Date:

References

R277-322