



PERSONNEL: Conduct

Employee Conduct and Responsibilities

I. Policy Statement

- A. The Board of Education of Baltimore County (Board) recognizes the critical role its employees play in maintaining the public image of the school system. The Board further believes that all employees should conduct themselves in accordance with standards of behavior that reflect the educational goals of the Baltimore County Public Schools (BCPS).
- B. The Board believes that every employee must act ethically, exhibit a strong work ethic, work productively and perform his/her duties in a professional manner.
- C. Employees will maintain a standard of dress, personal appearance and general decorum, as well as moral standards and behavior consistent with their duties and responsibilities.

II. Implementation

The Board directs the Superintendent to implement this policy.

Legal References: *Annotated Code of Maryland, Education Article §4-205, Powers and Duties of County Superintendent*
Annotated Code of Maryland, Education Article §6-202, Suspension or Dismissal of Teachers, Principals Supervisor, Assistant Superintendents or Other Professional Personnel

Related Policies: Board of Education Policy 0200, *Precepts, Beliefs and Values of the Baltimore County Public Schools*
 Board of Education Policy 2372, *Tobacco-Free and Smoke-Free School Environment*
 Board of Education Policy 4002, *Obligations of Employees of the Board of Education of Baltimore County*
 Board of Education Policy 4005, *Tutoring/Educational Services*
 Board of Education Policy 4101, *Drug-Free Workplace*
 Board of Education Policy 4102, *Sexual Harassment*
 Board of Education Policy 4103, *Child Abuse and Neglect*

Board of Education Policy 4104, *Technology Acceptable Use Policy (TAUP) for Employees and Approved Non-Employees*
Board of Education Policy 4203, *Absences and Leaves*
Board of Education Policy 8360, *Applicability and Definitions*
Board of Education Policy 8361, *Statement of Purpose and Policy*
Board of Education Policy 8363, *Conflict of Interest – Prohibited Conduct*
Board of Education Policy, 8364, *Financial Disclosure Statements*
Board of Education Policy 8410, *Reporting Fraud, Waste, Abuse or Unlawful Acts*
Board of Education Policy 8420, *Anti-Retaliation*

Policy

Board of Education of Baltimore County

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