

Gilbert PTO Code of Conduct 2023-2024

The Code of Conduct is put into place to support and maintain the PTO to:

- a. Ensure civil, safe, secure, supportive and disciplined meetings, activities and events.
- b. Prevent the occurrence of behavior that is detrimental to the organization.
- c. Establish parameters for the intervention and remediation of violations.

All PTO board members and volunteers are required to uphold a high degree of integrity with students, parents, teachers and administration. This includes:

1. Fostering a culture that incorporates parents, teachers, school administration and PTO members to focus on the PTO's mission.
2. Upholding high standards of personal ethics and professional conduct, treating all individuals with dignity and respect regardless of gender, place of origin, color, sexual orientation, religion, political belief or economic status.
3. Keeping an open mind to new and different ways of thinking to maintain improvements.
4. Encouraging teamwork, cooperation and collaboration within the PTO and school community working towards a common goal.
5. Basing solutions on logical assumptions and factual information with consideration to resources, constraints and goals.
6. Never using position, influence and knowledge of confidential school or PTO information for personal gain.
7. Providing transparency about PTO activities and finances.
8. Promoting a positive image of the PTO and Gilbert Community Schools.

During PTO meetings, activities, events and communication with board members and volunteers the following behaviors are strictly prohibited:

- a. Use of foul or abusive language
- b. Aggressive or threatening behavior
- c. Harassment, intimation or bullying

Gilbert PTO Board members may take disciplinary action against individuals who fail to follow the Code of Conduct. Disciplinary actions will vary depending on the violation. Possible consequences include:

- a. Reprimand
- b. Demotion
- c. Suspension or termination from meetings, activities and events related to Gilbert PTO.

The Code of Conduct is effective as of September 11, 2023.