

Resolution 2021R-008

By Directors Herndon and O'Halloran

WHEREAS, Milwaukee Public Schools is committed in all areas to providing a learning and working environment that is free from racism, harassment, bullying, and intimidation; and

WHEREAS, Harassment includes the display of signs, symbols, or objects that are offensive in nature as well as offensive conduct and/or speech; and

WHEREAS, This commitment is upheld in numerous Milwaukee Pubic Schools policies, including

Administrative Policy 6.03, Anti-Harassment/Anti-Bullying;

Administrative Policy 8.01, Student Non-Discrimination;

Administrative Policy 8.52, Bullying; and

WHEREAS, Milwaukee Public Schools has established policies that offer additional protection to our students, particularly Administrative Policy 1.06, Equity in MPS, and in the MPS Gender Inclusion Guidance manual; and

WHEREAS, Not only is harassment based upon an individual's sex, race, ethnicity, national origin, age, religion or any other legally protected characteristics unlawful, it is simply intolerable; and

WHEREAS, Milwaukee Public Schools is committed to eradicating systemic racism through changes to the policies, practices, and laws that hold in place the inequitable outcomes we see all around our city, our state, and our nation;

WHEREAS, The Milwaukee Pubic Schools has codified its expectations for behavior for students in Administrative Policy 8.19, Student Conduct; for Board members in Board Rule 1.29, Code of Conduct – Board of School Directors; and for employees in the Employee Handbook; and

WHEREAS, Each of these policies and rules contain a penalty provision, should an individual fail to meet the expectations for behavior; and

WHEREAS, Milwaukee Pubic Schools does millions of dollars of business each year with outside contractors who work in all areas of the Milwaukee Pubic Schools, including classrooms and professional work spaces, where contractors and their employees should be held to the same codified behavioral expectations; now, therefore, be it

RESOLVED, That the Administration, in collaboration with the Office of Board Governance and the Office of Accountability and Efficiency create an Administrative Policy to establish a code of conduct for outside contractors and their employees; and, be it

FURTHER RESOLVED, That the work include

- recommendations for how the code of conduct will be included in or attached to the specifications given to contractors and those wishing to bid on district projects;
- a penalty for failure to comply, to be included in model contract language; and
- language specific to interaction with students, including students who may be employed with or interning for the contractor; and, be it

FURTHER RESOLVED, That the recommendations resulting from this work be brought to the Board for approval no later than the September Board cycle.

Introduction Date