



PERSONNEL: Conduct

Employee Conduct and Responsibilities

I. Philosophy

- 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 model ethical behavior, exhibit a strong work ethic, work productively, and perform his/her duties in a professional manner.
- C. All employees are expected to maintain a standard of dress, personal appearance, and general decorum, as well as moral standards and behavior that reflect their professional status in the community.

II. Implementation

- A. The Board directs the Superintendent to implement appropriate rules and procedures to articulate these expectations, including provision for taking appropriate disciplinary or other action when this policy has been violated.

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 and other professional personnel.*

Related Policies: Board of Education Policy 2372, *Tobacco*  
Board of Education Policy 4000, *Precepts, Beliefs, and Values of the Baltimore County Public Schools*  
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, *Suspected Child Abuse, Neglect, and/or Inappropriate Behavior Toward a Student by an Employee of the Baltimore County Public Schools*  
Board of Education Policy 4104, *Telecommunications Access to Electronic Information, Services, and Networks*  
Board of Education Policy 4203, *Absences and Leaves*  
Board of Education Policy 5440, *Child Abuse and Neglect*  
Board of Education Policy 8360, *Definitions*  
Board of Education Policy 8361, *General*  
Board of Education Policy 8363, *Conflict of Interest*  
Board of Education Policy, 8364, *Financial Disclosure*  
Board of Education Policy 8410, *Fraud Reporting*

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