

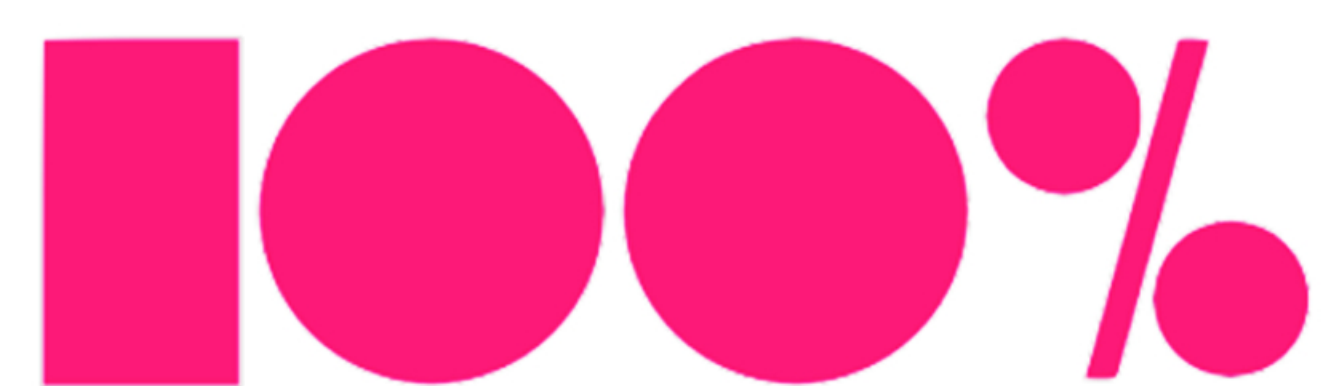
*These RESPECT! Guidelines were developed in Family Group (Advisory) and in staff meetings by all the teenagers and adults at CSSJ. Now we are using Restorative Justice Practices to help people who have violated the Guidelines work things through and stay in school.*



Community School  
for Social Justice

● We Learn ● We Grow ● We Succeed

# CSSJ 100% RESPECT CAMPAIGN



**RESPECT**

For



**Of the People**



**Of the Time**

## Staff to Students

1. Encourage us to do and be our best every day.
2. Use patient, kind, and appropriate language and be mindful of how your tone of voice can affect us.
3. Hear us, truly listen to us, and value what we have to say.
4. Celebrate accomplishments and praise the good in us.
5. Adapt your teaching styles to our needs and interests.
6. Treat everyone equally and fairly and avoid showing favoritism.
7. Maintain professional boundaries, including physical and emotional.
8. Respect our privacy and give critical feedback privately (don't call us out in front of our peers).
9. Give us the benefit of the doubt, and assume we have good intentions and just want to feel respected and safe.
10. Treat everyone equally no matter their race, gender, sexuality, religion, age, or appearance.

## Students to Students

1. Respect everyone's physical and emotional boundaries, personal space, and belongings.
2. Be kind to yourself and others, and do your best to have a positive attitude.
3. Model respectful interactions, even in small ways, like smiling, saying good morning, and excuse me.
4. Speak kindly about people and discourage gossip in school and on social media.
5. Encourage and congratulate each other.
6. Look for compromise - agree to disagree.
7. Give people the benefit of the doubt - assume they have good intentions and just want to feel respected and safe.
8. Use respectful language (avoid cursing and slurs, and always try to address people the way they want to be addressed).
9. Defend against discrimination and harassment, including gender, race, class, sexual orientation.
10. Treat everyone equally no matter their race, gender, sexuality, religion, age, or appearance.

## Students to Staff

1. Arrive on time and ready to work.
2. Respect everyone's physical and emotional boundaries.
3. Be kind to yourself and others, and do your best to have a positive attitude.
4. Speak kindly about teachers and discourage gossip in school and on social media.
5. Look for compromise - agree to disagree - and resolve conflicts privately.
6. Give teachers the benefit of the doubt - assume they have good intentions and just want to feel respected, safe, and do their job the best they can.
7. Reflect on and take responsibility for your actions.
8. Understand that different teachers have different rules and personalities, and that teachers can have their feelings hurt, too.
9. Be brave: participate in class, ask for help when you need it, and help re-engage students who are struggling, losing focus, or disrupting the class.
10. Treat everyone equally no matter their race, gender, sexuality, religion, age, or appearance.