

STUDENT AND EMPLOYEE RELATIONSHIPS

The New Hanover County Board of Education expects the relationship between employees and students to be one of cooperation, understanding and mutual respect. The Board expects that all employees have a responsibility to provide students with an atmosphere conducive to learning.

All employees are prohibited from dating, courting or entering into a romantic or sexual relationship with any student enrolled in the school system regardless of the student's age. Consent is not a defense to this prohibition. Employees engaging in or attempting to engage in such inappropriate conduct shall be subject to disciplinary action, up to and including dismissal, and may be subject to criminal action as provided in NCGS §14-202.4 and NCGS §14-27.7.

Any employee who has reason to believe another employee is violating this Policy or has placed a student in an inappropriate situation is required to report this information to their immediate supervisor. Employees who fail to inform their immediate supervisor may be in violation of state law and Board policy concerning suspected child abuse or sexual harassment and may be subject to disciplinary action, up to and including dismissal.

In compliance with federal laws, New Hanover County Schools administers all educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability or gender, except where exemption is appropriate and allowed by law.

LEGAL REFS: Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq., 34 C.F.R. pt 106; NCGS §14-27.7, -202.4; §115C-47(18)

CROSS REF: Policy 6440 Child Abuse and Neglect

Adopted: 09/02/08

Revised: 06/07/11