

## Lower Merion School District

Policy Nos.: 354, 454, 554, 831  
Sections: ADMINISTRATIVE EMPLOYEES  
PROFESSIONAL EMPLOYEES  
CLASSIFIED EMPLOYEES  
OPERATIONS  
Title: MAINTAINING APPROPRIATE BOUNDARIES WITH STUDENTS  
Date Adopted: 12/21/2020; 11/16/20; 5/16/16

### **354, 454, 554, 831 MAINTAINING APPROPRIATE BOUNDARIES WITH STUDENTS**

#### Authority

This policy applies to District employees, Board members, volunteers, student teachers, and independent contractors and their employees who interact with students or are present on school grounds. For purposes of this policy, such individuals are referred to collectively as **adults**. The term **adults** as used in this policy, does not include District students who perform services on a volunteer or compensated basis.

All adults shall be expected to maintain professional, moral and ethical relationships with District students that are conducive to an effective, safe learning environment. This policy addresses a range of behaviors that include not only obviously unlawful or improper interactions with students, but also precursor grooming and other boundary-blurring behaviors that can lead to more egregious misconduct. In this context, precursor grooming means the targeting of a child by an adult through various modes of communication with the intention of meeting the child to have unlawful or otherwise improper sexual activity.

This policy is not intended to interfere with appropriate pre-existing personal relationships between adults and students and their families that exist independently of the District or to interfere with participation in civic, religious or other outside organizations that include District students.

#### Delegation of Responsibility

The Superintendent shall establish administrative regulations to implement this Policy defining what constitutes prohibited conduct relating to, among other things:

1. Romantic or sexual relationships
2. Prohibited social interactions
3. Prohibited electronic communications

The Superintendent or designee shall annually inform students, parents/guardians, and all adults regarding the contents of this Board policy through employee and student handbooks, posting on the District website, and by other appropriate methods.

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The building principal or designee shall be available to answer questions about behaviors or activities that may violate professional boundaries as defined in this policy.

### **Cross References:**

- Board Policy and Administrative Regulation 246 (Discriminatory Harassment, Bullying and Hazing)
- Board Policy and Administrative Regulation 346, 446, 546 (Discriminatory Harassment By and Of Employees and Other Members of the School Community)
- Board Policy and Administrative Regulation 806 (Child/Student Abuse)

### **Legal References:**

- School Code — 24 P.S. Sec. 510, 1302.1-A, 1303-A
- State Board of Education Regulations — 22 PA Code Sec. 10.2, 10.21, 10.22 Educator Discipline Act — 24 P.S. Sec. 2070.1a et seq.
- Pennsylvania's Code of Professional Practice and Conduct for Educators — 22 PA Code Sec. 235.1 et seq.
- Child Protective Services Law — 23 Pa. C.S.A. Sec. 6301 et seq.