

MAINTAINING PROFESSIONAL STAFF/STUDENT BOUNDARIES

Purpose

The purpose of this policy is to provide all staff, students, volunteers and community members with information to increase their role in protecting children from inappropriate conduct by adults. This policy applies to all district staff and volunteers. For purposes of this policy and its procedure, the terms “district staff,” “staff member(s),” and “staff” also include volunteers.

General Standards

The South Kitsap School Board of Directors expects all district staff to maintain the highest professional standards in their interactions with students. District staff are required to maintain an atmosphere conducive to learning, by consistently maintaining professional boundaries.

Professional staff/student boundaries are consistent with the legal and ethical duty of care that district employees have for students.

The interactions and relationships between district staff and students should be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students inside and outside of the educational setting, and consistency with the educational mission of the district.

District staff will not intrude on a student’s physical and emotional boundaries unless the intrusion is necessary to serve demonstrated educational purpose. An educational purpose is one that relates to the staff member’s duties in the district. Additionally, staff members are expected to be aware of the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members will notify and discuss issues with their building administrator or supervisor whenever they suspect or question whether their own or another staff member’s conduct is inappropriate or constitutes a violation of this policy.

The South Kitsap School District Board of Directors recognizes that staff may have familial and pre-existing social relationships with parents or guardians and students. Staff members should use appropriate professional judgment when they have a dual relationship to students to avoid violating this policy, the appearance of impropriety, and the appearance of favoritism. Staff members shall pro-actively discuss these circumstances with their building administrator or supervisor.

Use of Technology

The South Kitsap School District Board of Directors supports the use of technology to communicate for educational purposes. However, district staff are prohibited from inappropriately communicating with students online or from engaging in any conduct on social networking websites that violates the law, district policies or procedures, or other generally recognized professional standards. Staff whose conduct violates this policy may face discipline and/or termination, consistent with the District’s policies and procedures, acceptable use agreement and collective bargaining agreements, as applicable.

The superintendent or designee will develop protocols for reporting and investigating allegations and develop procedures and training to accompany this policy.

Cross References:

Legal References: RCW 28A.400.320

RCW 28A.405.470

RCW 28A.405.475

RCW 28A.410.090

RCW 28A.410.095

RCW 28A.410.100

WAC 181-87

WAC 181-88

Chapter 9A.44, RCW
Chapter 9A.88, RCW
Chapter 28A.640, RCW
Chapter 28A.642, RCW
Chapter 49.60, RCW

Title IX of the Education Amendments of 1972

Crimes against children — Mandatory termination of classified employees — Appeal — Recovery of salary or compensation by district

Crimes against children - Mandatory termination of certificated employees - Appeal - Recovery of salary or compensation by district.

Termination of certificated employee based on guilty plea or conviction of certain felonies - Notice to superintendent of public instruction - Record of notices.

Revocation or suspension of certificate or permit to teach - Criminal basis - Complaints - Investigation - Process.

Violation or noncompliance - Investigatory powers of superintendent of public instruction - Requirements for investigation of alleged sexual misconduct towards a child - Court orders - Contempt - Written findings required.

Revocation of authority to teach - Hearings.

Professional Certification - Acts of Unprofessional Conduct

Sexual Misconduct, Verbal and Physical Abuse - Mandatory Disclosure - Prohibited Agreements

Sex offenses

Indecent exposure – Prostitution

Sexual Equality

Discrimination Prohibition

Washington State Law Against

Discrimination

Management Resources: 2015 - October Issue

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