

ALL PERSONNEL - PROFESSIONAL ADULT/STUDENT BOUNDARIES

Original Adopted Date: 02/22/2022 | Last Revised Date:

Employees will not intrude on a student's physical and emotional boundaries unless the intrusion is necessary to serve a legitimate educational purpose. For purposes of this policy, the term "legitimate educational purpose" includes matters or communications related to teaching, counseling, athletics, extracurricular activities, treatment of a student's injury or other medical needs, school administration, or other purposes within the scope of the adult's employment duties.

Examples of employee conduct that violate professional adult/student boundaries include but are not limited to the following:

Appearances of Impropriety

- Staff are advised to not have interaction alone with students, outside of the view of other adults.
- Staff shall not invite students to interact off-site/outside of school sponsored events.
- Staff are prohibited from engaging in social and other interactions with students which abuse the student/staff professional relationship.
- Staff are prohibited from dating, courting, or entering or attempting to form a romantic or sexual relationship with any student, regardless of the student's age.

Electronic Communication

- Electronic and other communication with students shall be for legitimate educational purposes only.
- Staff shall not maintain personal contact with a student outside of school by phone, letter, electronic communication, or other means without including the parent/guardian and/or school principal.
- Staff shall use District email and District communication devices when communicating electronically with students.
- Staff shall not maintain personal contact with a student outside of school by phone, e-mail, instant messenger or Internet chat rooms, social networking websites, such as Facebook and SnapChat.

Boundary Violations

A boundary violation is an act or omission by an employee that does not have a legitimate educational purpose and has the potential to abuse the employee/student relationship. Examples of employee conduct that violate professional adult/student boundaries include but are not limited to the following:

- Singling out a particular student or students for personal attention and friendship beyond the professional staff-student relationship.
- For non-guidance/counseling staff, encouraging students to confide their personal or family problems and/or relationships.
- Addressing students or permitting students to address staff members with personalized terms of endearment, pet names or otherwise in an overly familiar manner.
- Exchanging personal gifts, cards, or letters with an individual student for which it is directly or implicitly suggested that a student is to say or do something in return.
- Touching students or initiating inappropriate physical contact without a legitimate educational purpose.
- Socializing or spending time with students (including but limited to activities such as going out for beverages, meals, or movies, shopping, traveling and recreational activities, and visiting the student's home) outside of school-sponsored events, except as participants in organized community activities.

- Transporting student(s) in a personal vehicle in a non-emergency situation and without proper written authorization forms in advance.
- Being alone with a student without a legitimate educational purpose.

Boundary Violations Constituting Serious Misconduct

A. Romantic or Sexual Relationships

Employees are prohibited from dating, courting, or entering into or attempting to form a romantic or sexual relationship with any student, regardless of the student's age.

Prohibited romantic or sexual interaction involving students includes, but is not limited to:

1. Sexual physical conduct;
2. Romantic flirtation, propositions, or sexual remarks;
3. Sexual slurs, leering, epithets, sexual or derogatory comments;
4. Personal comments about a student's body;
5. Sexual jokes, banter, innuendos, notes, stories, drawings, gestures or pictures;
6. Spreading sexual or romantic rumors
7. Touching a student's body or clothes in a sexual or intimate way or in a manner that is not age appropriate;
8. Restricting a student's freedom of movement in a sexually intimidating or provocative manner;
9. Displaying or transmitting sexual objects, pornography, pictures or depictions to a student; or
10. Any type of conduct that would be considered harassment under Board Policy.

B. Social and Other Interactions

Employees are prohibited from engaging in social and other interactions with students which abuse the student/staff professional relationship.

Prohibited social and other interaction involving students includes, but is not limited to:

1. Sending or accompanying students on personal errands unrelated to any legitimate educational purpose;
2. Furnishing alcohol, drugs, or tobacco to a student, or being present where any student is consuming these substances;
3. Disclosing personal, sexual, family, employment concerns or other private matters to one or more students;
4. Sharing personal secrets with a student;
5. Unnecessarily invading a student's privacy (e.g. walking in on the student in the bathroom);
6. Taking a student out of class without a legitimate educational purpose;
7. Giving a student a ride alone in a vehicle in a non-emergency situations without prior notification to and/or approval from the school principal as described above.
8. Engaging in harassing or discriminatory conduct prohibited by other District policies or by State or Federal law and regulations

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