

Adults who have contact with children and adolescents through school activities have the responsibility not to betray or misuse their privileged position and shall never take advantage of students' vulnerability or of their confidence. It is the policy of this district to prohibit any sexual relationship, contact or sexually nuanced behavior or communication between a staff member and a student, while the student is enrolled in the Parma School District. This prohibition extends to students of the opposite sex or the same sex as the staff member, and applies regardless of whether the student or the staff member is the initiator of the behavior and whether or not the student welcomes or reciprocates the attention.

STAFF GUIDELINES FOR NON-FRATERNIZATION

Staff members are expected to use good judgment in their relationships with students both inside and outside of the school context, including, but not limited to, the following guidelines:

1. Staff members shall not make derogatory comments to students regarding the school and/or staff.
2. Staff members shall not exchange gifts with students.
3. Staff-sponsored parties, at which students are in attendance, unless they are a part of the school's extracurricular program and are properly supervised, are prohibited.
4. Staff members shall not fraternize, written or verbally, with students except on matters that pertain to school-related issues.
5. Except as may be permitted by the District's Employee Use of Electronic Communication and Social Media Policy (Policy 490), staff members shall not text students, shall not friend students on any social media platform, nor participate in any student blogs.
6. Staff members shall not associate with students at any time in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol, or drugs.
7. Staff members shall not date students. Sexual relations with students, regardless of age and/or consent, are prohibited and will result in dismissal and referral to law enforcement.
8. Staff members shall not use insults or sarcasm against students as a method of forcing compliance with classroom or school requirements or expectations.
9. Staff members shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
10. Staff members shall not send students on personal errands.

11. Staff members shall, pursuant to applicable law and board policy, immediately report any suspected signs of child abuse or neglect.
12. Staff members shall not attempt to counsel, assess, diagnose, or treat a student's personal problem or concern related to sexual behavior, substance abuse, mental or physical health and/or family relationships but, instead, should refer the student to appropriate school personnel or agency for assistance, pursuant to applicable law and board policy.
13. Staff members shall not disclose information concerning a student, other than directory information, to any person not authorized to receive such information. This includes, but is not limited to, information concerning assessments, ability scores, grades, behavior, mental or physical health, and/or family background.

SOCIAL MEDIA

All employees of this school district who participate in social media websites or applications shall do so in accordance with the Employee Use of Electronic Communication and Social Media Policy (Policy 490).

ANNUAL REMINDER TO STAFF

The superintendent and the school principals will annually remind staff members and orient new staff members concerning the importance of maintaining proper decorum in the online, digital world as well as in person. Employees must conduct themselves in ways that do not distract or disrupt the educational process. The orientation and reminders will give special emphasis to:

1. Improper fraternization with students using social media websites or applications or other electronic communication.
2. Inappropriateness of posting items with sexual content.
3. Inappropriateness of posting items exhibiting or advocating the use of drugs, tobacco and alcohol.
4. Examples of inappropriate behavior to avoid.
5. Monitoring and penalties for improper use of district computers and technology.
6. The possibility of penalties, including dismissal from employment, for failure to exercise good judgment in the employee's online conduct.



LEGAL REFERENCE:

Idaho Code Sections:

33-506 – Organization and Government of Board of Trustees

33-512 – Governance of Schools

IDAPA 08.02.02.076 – Code of Ethics for Idaho Professional Educators

ADOPTED: April 11, 2022

AMENDED: