

## Maintaining Professional Boundaries

The purpose of this policy is to provide all employees volunteers, students, families, and community members with information and expectations related to maintaining professional boundaries and to increase their awareness of their role in protecting children from inappropriate conduct by adults.

The board expects all employees and volunteers to maintain the highest professional, moral, and ethical standards in their interaction with students. Employees and volunteers are required to maintain an atmosphere conducive to learning, through consistently and fairly applied expectations and established and maintained professional boundaries.

The interactions and relationships between employees, volunteers, students, families and community members should be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students within and outside of the educational setting, and consistency with the educational mission of the schools. These boundaries include in-person and virtual settings such as websites and social media.

Employees and volunteers will not intrude on a student's physical and emotional boundaries unless the intrusion is necessary to serve an educational or physical, mental and/or emotional health purpose. An educational purpose is one that relates to the employee's duties in the district. Volunteers operate under the supervision of district employees. Additionally, employees and volunteers are expected to be sensitive to the appearance of impropriety in their own conduct and the conduct of other employees when interacting with students.

Employees and volunteers who have reasonable cause to believe that this policy has been violated must report to the appropriate administrator within 48 hours of becoming aware of the potential violation. If the reporting person is a mandatory reporter and believes that a student has been a victim of physical abuse or sexual misconduct, they must follow reporting requirements in Policy 3421 and Procedure 3421P.

The accompanying procedure shall provide further detail on who the appropriate administrator for employees and volunteers to report to is, along with how to make a report in absence of knowing who that person may be.

The board supports the use of technology for educational purposes and as tools for effective communication. District employees are prohibited from engaging in online activities or any conduct through social media that violates the law, district policies or other recognized professional standards. Volunteers who engage in online activities or any conduct through social media in their role as a volunteer of the district are expected to adhere to this and all applicable policies and procedures.

Employees whose conduct violates this policy may face corrective action, discipline and/or termination, consistent with the district's policies, acceptable use agreement and collective bargaining agreements, as applicable. Volunteers whose conduct violates this policy may have their volunteer status restricted or terminated.

The superintendent or designee will develop procedures to accompany this policy that include clear definitions of boundary invasions, process for reporting and investigating allegations or complaints of potential violations of this policy, and training requirements.

Cross References:

Policy [3421](#) Child Abuse, Neglect and Exploitation Prevention

Procedure	<a href="#">3421P</a>	Child Abuse, Neglect and Exploitation Prevention
Policy	<a href="#">4220</a>	Complaints Concerning Staff or Programs
Procedure	<a href="#">4220P</a>	Complaints Concerning Staff or Programs
Policy	<a href="#">5630</a>	Volunteers in Schools
Procedure	<a href="#">6800.2P</a>	Acceptable Use

Legal References:

<a href="#">RCW 26.44.030</a>	Reports—Duty and authority to make
<a href="#">28A.320.160</a>	Alleged sexual misconduct by school employee—Parental notification
<a href="#">28A.400.317</a>	Physical abuse or sexual misconduct by school employees—Duty to report
<a href="#">28A.400.320</a>	Crimes against children
<a href="#">28A.405.470</a>	Crimes against children - Mandatory termination of certificated employees — Appeal — Recovery of salary or compensation by district
<a href="#">28A.405.475</a>	Termination of certificated employee based on guilty plea or conviction of certain felonies — Notice to superintendent of public instruction - Record of notices
<a href="#">28A.410.090</a>	Revocation or suspension of certificate or permit to teach — Criminal basis — Complaints — Investigation – Process
<a href="#">28A.410.095</a>	Violation or noncompliance – Investigatory powers of superintendent of public instruction – Requirements for investigation of alleged sexual misconduct towards a child – Court orders - Contempt
<a href="#">28A.410.100</a>	Revocation of authority to teach — Hearings
<a href="#">Chapter 181-87 WAC</a>	Professional Certification — Acts of Unprofessional Conduct
<a href="#">181-88</a>	Sexual Misconduct, Verbal and Physical Abuse - Mandatory Disclosure — Prohibited Agreements

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