



MAINTAINING PROFESSIONAL STAFF/STUDENT BOUNDARIES

The purpose of this policy is to provide all staff, students, volunteers and community members with information to increase their awareness of their role in protecting children from inappropriate conduct by adults.

The board expects all employees to maintain the highest professional, moral and ethical standards in their interaction with students. Employees are required to maintain an atmosphere conducive to learning, through consistently and fairly applied discipline and established and maintained professional boundaries. Employees are expected to set examples for students by appropriate conduct and behavior.

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

Employees will not intrude on a student's physical and emotional boundaries unless and only to the extent the intrusion is necessary to serve an educational or health-related purpose. An educational purpose is one that relates to the employee's duties as assigned by the district. Additionally, employees are expected to be sensitive to the appearance of impropriety in their own conduct and the conduct of others when interacting with students. Employees will discuss issues with their building administrator or supervisor whenever they suspect or are unsure whether conduct is inappropriate or constitutes a violation of this policy. All employees will continue to meet their obligations to report to law enforcement or Child Protective Services in a timely manner when they have reasonable cause to believe that a child has been subjected to abuse or neglect.

The board supports the use of technology to communicate for educational purposes. However, employees are prohibited from using technology for inappropriate communication or socializing with students. Employees are also prohibited from using technology as a means of engaging in any conduct that violates the law, district policies or other generally recognized professional standards of conduct.

Employees whose conduct violates this policy may face discipline and/or termination, consistent with the district's policies, 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.

Legal References:	RCW 28A.400.320	Crimes against children
	RCW 28A.405.470	Crimes against children - Mandatory termination of certificated employees — Appeal — Recovery of salary or compensation by district
	RCW 28A.405.475	Termination of certificated employee based on guilty plea or conviction of certain felonies — Notice to superintendent of public instruction - Record of notices
	RCW 28A.410.090	Revocation or suspension of certificate or permit to teach — Criminal basis — Complaints — Investigation – Process
	RCW 28A.410.095	Violation or noncompliance – Investigatory powers of superintendent of public instruction – Requireents for investigation of alleged sexual misconduct towards a child – Court orders – Contempt – Written findings required
	RCW 28A.410.100	Revocation of authority to teach – Hearings
	Chapter 181-87 WAC 181-88	Professional Certification – Acts of Unprofessional Conduct Sexual Misconduct, Verbal and Physical Abuse – Mandatory Disclosure – Prohibited Agreements

Adopted: July 25, 2018