

EMPLOYEE CONDUCT WITH STUDENTS

Code ~~GBEBB Issued~~ ~~GBEBB Issued~~ 11/05

Purpose: To establish the basic structure for the appropriate conduct of employees with students.

The primary focus of interactions between employees of the Charleston County School District and students is the furtherance of academic achievement and support of the educational mission of the District. All employees have the responsibility to provide an atmosphere conducive to learning, which should be accomplished through individual and group discipline. All students and staff members will treat each other with respect. The relationship should be one of mutual respect with employees acting as role models — fostering positive, cooperative associations — while conducting themselves appropriately. Taking a sincere interest in students' learning is commendable; however, special efforts should be made to avoid any semblance of impropriety.

All employees are required to obey applicable state and federal laws and Board policies in their interactions with students. Employees are also expected to exercise sound judgment and to maintain professional boundaries when interacting with students at all times and in all places. When working with students after school hours or outside of school, employees should ~~maintain a professional appearance~~, inform parents/legal guardians of the situation and obtain parental approval.

Interacting with currently enrolled students on social media sites – such as, but not limited to, Facebook, Twitter, Instagram, and Snapchat – is strongly discouraged, as employees are reminded that electronic and other communications with students may often be perceived in an unintended light. Therefore, staff members must ensure that such communications are age-appropriate and consistent with a professional staff/student relationship. Staff members are advised that communicating with students as if they are peers could be disruptive to the educational environment and may result in disciplinary action up to and including dismissal.

Every employee must be prudent about maintaining his or her role as an adult outside of school, as well, and must avoid intimate or overly friendly relationships with students. Demonstrating adult behavior includes appropriately managing feelings expressed by students, such as crushes or undue interest in an employee's personal life.

Sexual Misconduct

Any behavior of a sexual nature between a student and a staff member is strictly prohibited.

No employee may use his or her status as an employee to adversely influence a student of the District. No employee may date, make sexual advances toward, or engage in any sexual relationship with a District student, regardless of the student's age, the perceived consensual nature or the relationship, where the advances are made, or whether the employee directly supervises the student. Further, no employee may discuss or plan a future romantic or sexual relationship with a student.

Examples of situations that may give rise to charges of unethical conduct include, but are not limited to, the following:

- ~~• consistently working with an individual student behind closed doors~~
- ~~• inappropriately hugging or touching a student in a private setting~~

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- ~~kissing a student~~
- ~~leaving the school campus with a student without approval from the administration and the student's parent/legal guardian~~
- ~~tutoring a student at his/her home (except medical homebound teachers) without parental knowledge or evidence of conduct prohibited by consent~~
- ~~using obscene or profane language with students~~
- ~~engaging in improper conversations with students, including through e-mail, telephoning and messaging~~
- ~~condoning a student calling a teacher and/or administrator by his/her first name~~
- ~~dating a student currently enrolled in Charleston County School District~~

~~The employee's immediate supervisor shall promptly address an employee's behavior when questions are raised involving possible unethical conduct. Violation of this policy are directed to report such conduct immediately to their supervisors, may be grounds for disciplinary action, up to and including dismissal.~~

Adopted 3/11/96; Revised 11/14/05