

STAFF CONDUCT WITH STUDENTS

The relationship between the Bristol Warren Regional School District (BWRSD) staff and students must be one of cooperation, understanding and mutual respect. Staff members have a responsibility to provide an atmosphere conducive to learning and to motivate each student to perform to his/her capacity.

Staff members should strive to secure individual and group discipline, and should be treated with respect by students at all times. By the same token, staff members should extend to students the same respect and courtesy that they, as staff members, have a right to demand.

Although it is desired that staff members have a sincere interest in students as individuals, partiality and the appearance of impropriety must be avoided. Excessive informal and/or social involvement with individual students is prohibited. Such conduct is not compatible with professional ethics and, as such, will not be tolerated.

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. Any questions regarding any of the following can be addressed to the building principal or Superintendent.

1. Staff members shall not make deprecatory comments to students regarding the school and/or other staff members or students.
2. The exchange of purchased gifts between staff members and students is discouraged.
3. Staff-sponsored parties, at which students are in attendance, are prohibited unless they are a part of the school's extracurricular program and are properly supervised.
4. Staff members shall use good judgement, in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol or drugs.
5. Staff members are prohibited from "friending", "following", "texting" or interacting with students via the direct messaging features on social media or messaging apps, except those approved by the BWRSD. Personal social media accounts should not be used to post student-related information, photos, videos, or other artifacts of learning.
6. Dating between staff members and students is prohibited.
7. Staff members shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.
8. Staff members shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
9. School employees should refrain from transporting students in their vehicles. School Liability insurance covers only transportation in vehicles owned by the district.

10. Staff members shall not send students on personal errands.
11. Staff members shall, pursuant to law and BWRSD policy JHG Reporting Known or Suspected Child Abuse and/or Neglect, 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 relating to sexual behavior, substance abuse, mental or physical health and/or family relationships but, instead, should refer the student to the appropriate individual or agency for assistance.
13. Staff members shall not disclose information concerning a student to any person not authorized to receive such information.

Consequences for violations of this policy may range from a written reprimand to termination of the employee.

ADOPTED: December 15, 2003

REVISED: May 13, 2024

CROSS REF: Reporting Known or Suspected Child Abuse and/or Neglect, GBOB
Student Transportation In Private Vehicles, EEAE