

STANDARD OF CARE AND SUPERVISION OF STUDENTS

All Bluffton-Harrison Metropolitan School District (“BHMSD” or “Corporation”) employees and volunteers shall uphold the highest standards for supervision, control, and protection of students commensurate with their assigned duties and responsibilities. All employees and volunteers shall establish and maintain professional boundaries with students that are consistent with their legal, professional, and ethical duty of care for students.

The following expectations will be enforced:

- A. An employee shall *immediately* report to law enforcement or child protective services any suspected child abuse or neglect. An employee shall immediately report to a building administrator any knowledge of criminal organization (gang) activity and shall immediately report to the Title IX coordinator any report of student sexual harassment or assault.
- B. Employees shall set a positive example for students in words and actions. This includes, but is not limited to, refraining from use of profanity, demeaning statements, and any other communications that set an inappropriate example for students.
- C. An employee shall not associate with students at any time in any manner that may give the appearance of impropriety or is not consistent with an employee’s role as an exemplar. This includes, but is not limited to, the employee’s involvement in any situation that could be considered abusive or sexually suggestive, or involves harmful substances such as illegal drugs, alcohol, or tobacco. Further, employees shall not communicate with students by electronic means except on School-approved applications for educational purposes. Any sexual or otherwise inappropriate conduct with a student, including improper personal communications, will subject the offender to potential criminal prosecution and disciplinary action by the Board up to and including termination of employment.
- D. If a student approaches a teacher or other employee to seek advice, to ask questions, or to discuss personal matters, including but not limited to friendships, social relationships, sexual behavior, substance abuse, mental or physical health, and/or family relationship, etc., the employee must be mindful of their responsibility to serve as a mentor and exemplar to the student and avoid communications of a peer-to-peer nature. Any employee who perceives that a student is in need of services from a certified or licensed professional for mental health assessment, diagnosis, and treatment of the student's stated problem shall report the matter to their supervisor. Under no circumstances should an employee attempt, unless properly licensed and authorized to do so, to provide counseling, assess, diagnose, or treat the student's problem or behavior, nor should any such employee inappropriately disclose personally

identifiable information concerning the student to third persons not specifically authorized by law.

- E. An employee or volunteer shall not electronically transmit any personally identifiable image of or information on a student(s) without the prior approval of BHMSD administration and the student's parent, where applicable.
- F. All employees and volunteers shall follow established school safety procedures and protocols. An employee or volunteer shall immediately report to a building administrator any accident, safety hazard, knowledge of threats of violence, or other potentially harmful situation they detect.
- G. An employee shall not transport students in a private vehicle without the prior approval of the principal and notification to district administration.
- H. A student shall not be required to perform work or participate in activities detrimental to their health or welfare.

Regular employees who are issued employee badges and who fail to follow this policy shall be subject to discipline up to and including termination. Volunteers who fail to follow this policy shall be subject to revocation of volunteer privileges. Some violations may subject employees or volunteers to criminal prosecution.

Pursuant to Indiana law, if a student makes an allegation that an employee of the Corporation has engaged in misconduct with, or pertaining to, the student, and the Corporation determines that the allegation is unsubstantiated or otherwise dismissed, the Corporation will provide written notice within fourteen (14) days to both the employee and the parent of the student regarding the determination.

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Criminal Organization Policy

Bluffton-Harrison Metropolitan School District

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