

**ADMINISTRATIVE POLICIES OF THE
MILWAUKEE PUBLIC SCHOOLS**

**ADMINISTRATIVE POLICY 6.36
STUDENT NON-FRATERNIZATION POLICY**

(1) DEFINITIONS

(a) Staff. *Staff* is defined as the following:

1. any individual employed by the Milwaukee Public Schools, including any student teachers, practicum students, fieldwork students, and MPS volunteers;
2. employees of contractors or agencies and independent contractors;
3. volunteers of non-MPS organizations.

(b) Student. *Student* is defined as any individual enrolled in the Milwaukee Public Schools district.

(2) GENERAL

The relationship of staff to students must be one of professional cooperation and respect. Staff must set appropriate boundaries with students and conduct themselves in a manner that will maintain professional relationships with students at all times.

(3) PROHIBITED CONDUCT

Staff are prohibited from engaging in any of the following types of prohibited conduct, regardless of whether the conduct occurs on or off school property or whether the conduct occurs during or outside of school hours. The following list of prohibited conduct does not, and is not intended to, constitute the entire list of conduct for which discipline may be imposed.

- (a) engaging in any romantic or sexual relationships with students, including dating, flirting, sexual contact, inappropriate physical displays of affection, or sexually suggestive comments between staff and students, regardless of whether staff or student initiates the behavior, whether the relationship is consensual, or whether the student has parental permission;
- (b) fostering, encouraging, or participating in inappropriate emotionally or socially intimate relationships with students in which the relationship is outside the bounds of the reasonable, professional staff-student relationship and in which the relationship could reasonably cause a student to view the staff person as more than a teacher, administrator, or advisor;
- (c) initiating or continuing communications with students for reasons unrelated to any appropriate purpose, including oral or written communication; telephone calls; electronic communication such as texting, instant messaging, email, chat rooms, Facebook, or other social networking sites; webcams; or photographs. Electronic and online communications with students, including those through personal accounts, should be accessible to supervisors and professional in content and tone;
- (d) socializing with students outside of class time for reasons unrelated to any appropriate purpose;
- (e) providing alcohol (regardless of age) or drugs — either prescription or illegal (except for those provided in accordance with district policy on medication administration) — to students.

(4) REPORTING PROCEDURES

(a) **Duty to Report.** Any person with knowledge or suspicion of an improper relationship between staff and a student must immediately report the conduct to school administration, the

Department of Student Services, or the Office of Human Resources. Nothing in this paragraph is intended to relieve mandated reporters of their obligations under state and local statutes.

b) **Protection from Retaliation.** Staff who makes a good-faith report of a suspected fraternization violation, or who cooperates in inquiries or investigations related to the investigation of such a report, shall be protected from retaliation in accordance with Administrative Policy 6.35, Whistleblower Protections.

(5) SANCTIONS

(a) **Discipline.** The district will take appropriate disciplinary action, up to and including dismissal, against any staff found to have violated this non-fraternization policy.

(b) **Report Procedures.** Reports of suspected fraternization violations by represented staff shall follow the procedures set forth in accordance with the appropriate disciplinary policies in their collective bargaining agreements. Reports of suspected violations by staff who are not part of a bargaining unit shall follow the appropriate administrative policy.

History: Adopted 06/30/2011

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