Roseland School District

PROFESSIONAL BOUNDARIES & STUDENT INTERACTION EXPECTATIONS

Employees • Volunteers • Mentors • Contractors • Consultants

OUR COMMITMENT

Roseland School District is committed to maintaining a safe, respectful, and supportive learning environment for all students. Every adult who interacts with students shares responsibility for maintaining professional boundaries, modeling appropriate conduct, and protecting student well-being. These expectations help prevent misconduct, misunderstandings, and situations that may place students or adults at risk. The examples below are intended to provide guidance and are not all-inclusive. Employees, volunteers, contractors, consultants, and mentors are expected to exercise sound professional judgement and maintain appropriate boundaries at all times.

PROFESSIONAL RELATIONSHIPS

Appropriate
- Maintain professional relationships at all times
- Treat students with dignity and respect
- Provide encouragement and positive support
- Maintain consistent expectations for all students

Not Appropriate
- Favoritism toward individual students
- Exclusive relationships
- Secretive interactions
- Conduct that creates the appearance of impropriety

PHYSICAL INTERACTIONS

Appropriate
- Handshakes
- High-fives
- Brief congratulatory pats
- Age-appropriate side hugs
- Assistance required for health, safety, instruction, or disability services

Not Appropriate
- Kissing
- Tickling
- Wrestling or horseplay
- Lap-sitting
- Massages
- Unnecessary or prolonged physical contact

When in doubt, avoid physical contact and consult a supervisor.

ELECTRONIC COMMUNICATIONS

Appropriate
- Use District-approved platforms
- Maintain professional language
- Include parents or supervisors when appropriate
- Communicate only for educational purposes

Not Appropriate
- Private social media relationships
- Disappearing-message applications
- Personal messaging unrelated to school
- Sharing personal photographs
- Posting student photographs without authorization

ONE-ON-ONE INTERACTIONS

Best Practices
- Meet in visible, observable locations
- Keep doors open when possible
- Inform another adult when meeting individually with a student

• Avoid isolated settings
• Document unusual situations

Adults should never place themselves in situations that could reasonably be misinterpreted.

TRANSPORTATION & OFF-CAMPUS CONTACT

Authorized Activities
• District-approved field trips
• School-sponsored activities
• Educational programs with appropriate supervision

Prohibited
• Transporting students without District authorization
Visiting students at home for non-school purposes
• Meeting students socially outside approved activities
•Inviting students to personal residences

GIFTS & SPECIAL TREATMENT

Appropriate Recognition
• School-sponsored awards
• Classroom recognition programs
• Activities available to similarly situated students

Do Not
• Give personal gifts, money, or favors
• Provide special privileges
• Develop exclusive relationship

Grooming Behaviors:
Warning Signs of Boundary Violations or Grooming Behaviors
Examples may include:

- Favoring one student over others
- Excessive gift giving
- Secretive communications
- Attempting to isolate a student
- Encouraging secrecy
- Frequent personal messaging

Adults should immediately report concerns to a supervisor.

STUDENT SAFETY & REPORTING CONCERNS

Immediately Report:
• Suspected child abuse or neglect
• Suspected sexual misconduct involving a student
• Boundary violations
• Grooming behaviors
• Inappropriate communications
• Conduct that may place a student at risk

WHEN IN DOUBT, REPORT.

*Mandated reporters must comply with all reporting requirements under California law. Retaliation against any individual who, in good faith, reports concerns regarding student safety or suspected misconduct is strictly prohibited.

Acknowledgment
I acknowledge that I have received and reviewed the Roseland School District Professional Boundaries and Student Interaction Expectations

I understand that I am expected to maintain appropriate professional boundaries with students, comply with District policies and procedures, fulfill any mandated reporter obligations applicable to my role, and immediately report concerns regarding student safety. Violations may result in corrective action, removal from service, termination of employment, termination of contractual relationships, or other appropriate action consistent with applicable law and District policy.

Name: _____

Signature: _____

Position/Organization: _____

Date: _____