MAINTAINING APPROPRIATE

VOLUNTEER / CONTRACTOR & STUDENT BOUNDARIES

IN 2019, THE OREGON LEGISLATURE PASSED AND THE GOVERNOR SIGNED INTO LAW SENATE BILL 155, WHICH HELPS ENSURE THE SAFETY OF K-12 STUDENTS. This legislation prohibits child abuse and sexual conduct of students by adults within the K-12 system, describes the requirements for reporting, and outlines the steps school districts and other agencies must take when responding to concerns. Senate Bill 155 expanded the definition of sexual conduct to not only include inappropriate conduct by school employees but also conduct by volunteers, contractors and agents of the District. As outlined in Salem-Keizer School District Administrative Policy PAP-A001, child abuse and sexual conduct by District employees, contractors, agents, or volunteers is not tolerated.

THE SALEM-KEIZER SCHOOL DISTRICT IS COMMITTED to providing an educational environment that is free from harassment, misconduct and abuse. The involvement of caring adults in the school setting is important to the success of schools and the safety and wellbeing of students. This document is intended to provide information to individuals who volunteer, contract or provide services within the District for developing positive relationships with a focus on the academic needs of the student and avoiding interactions that could be misinterpreted.

IF YOU HAVE ANY QUESTIONS OR CONCERNS, please don't hesitate to reach out to the school administrator or department supervisor, or contact Debbie Joa, the District's Assistant Director of Employee Relations, at 503-399-3061 or joa_debbie@salkeiz.k12.or.us.

LEARNING FOR A LIFETIME
SALEM•KEIZER
PUBLIC SCHOOLS

CHILD ABUSE
MAINTAINING APPROPRIATE VOLUNTEER /CONTRACTOR AND STUDENT BOUNDARIES

REPORTING

If you become aware of possible child abuse or neglect through your volunteer activities with the District, or if you have concerns about a district employee, volunteer, contractor or agent abusing a child, immediately report your concerns to the school administrator, school counselor, or call the District's Human Resources Department at 503-399-3061. Everyone, including volunteers and contractors, are encouraged to report suspected child abuse to the Oregon Department of Human Services/Child Abuse Hotline (1-855-503-7233) or a law enforcement agency. Individuals in some professions, including all school district employees, are mandated by law to report suspected child abuse and neglect to the Oregon Department of Human Services or law enforcement.

Child abuse includes: physical abuse, sexual abuse and exploitation, emotional abuse, neglect, and threat of harm.



Additional information about child abuse prevention and reporting is available on the Salem-Keizer School District volunteer and contractor training pages and the Oregon Department of Human Services website.

SEXUAL CONDUCT
MAINTAINING APPROPRIATE VOLUNTEER /CONTRACTOR AND STUDENT BOUNDARIES

AS DEFINED IN OREGON REVISED STATUTE 339.370, sexual conduct includes any verbal or physical conduct or verbal, written, or electronic communications by a school district employee, a contractor, an agent, or a volunteer that involve a student and that are: sexual advances or requests for sexual favors directed toward the student or; of a sexual nature that are directed toward the student or that have the effect of unreasonably interfering with the student's educational performance, or of creating an intimidating, hostile educational environment.

Sexual conduct does not include touching or other physical contact that is necessitated by the nature of the school district employee's job duties or by the services required to be provided by the contractor, agent or volunteer and for which there is no sexual intent; or verbal, written or electronic communications that are provided as part of the education program that meets state educational standards or District policy.

The definition of sexual conduct does not apply to conduct or communications by current K-12 students who work, contract or volunteer for the Salem-Keizer School District and are in a consensual relationship with another K-12 student as long as the conduct does not create an intimidating or hostile education environment, and is not prohibited by law, District policies, or any applicable employment agreements.

"Student" is defined as any person who is: in any grade from prekindergarten through grade 12; or twenty-one years of age or younger and receiving educational or related services from an education provider that is not a post-secondary institution of education; or who was previously known as a student by the person engaging in sexual conduct and who left school or graduated from high school within three calendar years prior to the sexual conduct.

REPORTING

If you become aware of possible sexual conduct or inappropriate boundaries by a district employee, volunteer, contractor or agent towards a student, immediately report your concerns to the school administrator, school counselor, or call the District's Human Resources Department at 503-399-3061.

APPROPRIATE INTERACTIONS
MAINTAINING APPROPRIATE VOLUNTEER /CONTRACTOR AND STUDENT BOUNDARIES

APPROPRIATE INTERACTIONS

APPROPRIATE INTERACTIONS CREATE A SAFE ENVIRONMENT for students to learn, grow, seek help in problem solving and conflicts, and develop social skills.

It is important that everyone take an active role in helping to ensure a safe and healthy environment for students. If you observe questionable behavior between an adult and child or between children immediately notify the school administrator, counselor or classroom teacher.

Inappropriate interactions cross the boundaries separating student from adult needs and create relationships that become peer-to-peer rather than adult-to-child.

TIPS FOR VOLUNTEERS & CONTRACTORS

- Focus conversations on academics, school events and school activities; refer personal issues to the school administrator, counselor or classroom teacher; refrain from making comments that may have sexual overtones; avoid dialogue that makes the student feel uncomfortable or makes the student a confidant.
- Stay in a group or a public part of the school; avoid being alone with a student.
- Treat students fairly and equally; avoid favoritism such as special privileges or gifts.
- Limit interactions to the school environment; don't meet with students outside of school, transport students, or communicate with students electronically (text messaging, social networking sites, online gaming, etc).
- Maintain personal space and reasonable eye contact.
- Be cautious about physical contact with students; contact including but not limited to: lap sitting, tickling, frontal hugs and shoulder massages are not appropriate.
- Ensure that interactions with students are as transparent as possible; don't engage in conversations or interactions with students that are secretive or hidden.

Additional examples of appropriate and inappropriate interactions are available through the District communication, "Maintaining Appropriate Staff-Student Interactions" (PAP-W006) and the volunteer and contractor training pages.