



Maintaining Appropriate Adult-Student Interactions Board Policy 4119.24, 4219.24, 4319.24

The Governing Board desires to provide a positive school environment that protects the safety and well-being of district students. The Board expects all adults with whom students may interact at school or in school-related activities, including employees, independent contractors, and volunteers, to maintain the highest professional and ethical standards in their interactions with students both within and outside the educational setting. Such adults shall not engage in unlawful or inappropriate interactions with students and shall avoid boundary-blurring behaviors that undermine trust in the adult-student relationship and lead to the appearance of impropriety.

Adults are prohibited from entering into or attempting to form a romantic or sexual relationship with any student or engaging in sexual harassment of a student, including sexual advances, flirtations, requests for sexual favors, inappropriate comments about a student's body or appearance, or other verbal, visual, or physical conduct of a sexual nature.

Adults shall not touch a student in a manner that is not in keeping with what is professionally required and accepted within the scope of their duties.

Any employee who observes or has knowledge of a violation of this policy shall report the information to the Superintendent or designee or appropriate agency for investigation pursuant to the applicable complaint procedures. Other adults with knowledge of any violation of this policy are encouraged to report the violation to the Superintendent or designee. When an employee observes conduct by another employee that creates a reasonable suspicion of child abuse, including sexual abuse, the employee must report the conduct to the Child Protective Service and/or local police/sheriff's department in accordance with state law and district policy. The district prohibits retaliation against anyone who makes a report under this policy. Immediate intervention shall be implemented when necessary to protect student safety or the integrity of the investigation.

Employees who engage in any conduct in violation of this policy, including retaliation against a person who reports the violation or participates in the complaint process, shall be subject to discipline, up to and including dismissal. Any other adult who violates this policy may be barred from school grounds and activities in accordance with law. The Superintendent or designee may also notify law enforcement as appropriate.

The district's employee code of conduct addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on school and/or district web sites. (Education Code 44050)

This policy shall be presented to all district employees as part of their initial employment, and annually thereafter.

Inappropriate Conduct

Examples of conduct that can undermine professional adult-student interactions or create the appearance of impropriety include, but are not limited to:

1. Touching a student in a manner that is not in keeping with what is professionally required and accepted within the scope of their duties
2. Being alone with a student outside of the view of others
3. Visiting a student's home or inviting a student to visit the employee's home without parent/guardian consent
4. Maintaining personal contact with a student that has no legitimate educational purpose, by phone, letter, electronic communications, or other means, without including the student's parent/guardian or the principal

When communicating by email with students, employees shall use a district computer and their district email address. Employees shall not communicate with students through any medium that is designed to eliminate records of the communications. The Superintendent or designee may monitor employee usage of district technology at any time without advance notice or consent.

5. Participating in social networking sites for communication with students in a manner that promotes unprofessional or unethical practices, or any activity prohibited by law, Board policy, or administrative regulations.
6. Inviting or accepting requests from students, or former students who are minors, to connect on personal social networking sites (e.g., "friending" or "following" on social media), unless the site is dedicated to school business
7. Singling out a particular student for personal attention and friendship, including giving gifts and/or nicknames to individual students
8. Addressing a student in an overly familiar manner, such as by using a term of endearment
9. Socializing or spending time with students outside of school-sponsored events, except as participants in community activities
10. Sending or accompanying students on personal errands unrelated to any legitimate educational purpose
11. Transporting a student in a personal vehicle without prior authorization
12. Disclosing personal, family, or other private matters to students or sharing personal secrets with students
13. Dating, courting, or entering into or attempting to form a romantic or sexual relationship with any student regardless of the student's age
14. Kissing of any kind
15. Taking a student out of class without a legitimate educational purpose
16. Showing sexually explicit videos, photographs, images, or other content to a student
17. Unauthorized photographing and/or videoing students outside of district-sponsored activities or events

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