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Personnel

522.6

STAFF-STUDENT AND STAFF-MINOR CHILD COMMUNICATIONS AND RELATIONS

I. PURPOSE

- A. The Green Bay Area Public School District is committed to quality educational programs requiring the services of individuals with integrity, high ideals, and human understanding. The welfare and achievement of students are dependent on positive relationships within the school environment and as such, all District personnel shall conduct themselves in a manner that maintains a professional relationship, maintains role-appropriate communicative, physical, emotional and social boundaries and exhibit a professional demeanor in their interactions with students. This requires every staff member to consistently exercise sound judgment that is context dependent and that gives due consideration to the staff member's District-assigned role and responsibilities.
- B. This policy establishes certain standards for appropriate content and appropriate methods of staff-student communications that occur when a staff member is interacting with a student in the staff member's District-authorized capacity. As applied to communication that occurs between District staff members and any student(s), the general expectations outlined in the previous paragraph mean that staff members shall communicate with students in an appropriate manner, which encompasses:
1. The content of the communications;
 2. The method of communication; and
 3. The setting (i.e., time and location) of the communication.

II. DEFINITIONS

- A. Accountability Practices. Accountability practices are conditions or actions that are either an inherent part of or used in direct connection with a particular means of communication. Such practices have the purpose of promoting accountability for the staff member and/or avoiding the appearance of impropriety.
- B. Grooming. For purposes of this Policy, grooming is defined as:
1. Communications that are part of any course of conduct that a reasonable person would view as conditioning, seducing, soliciting, luring, or enticing a student to engage in, or to consider engaging in, inappropriate behavior.
 2. Exploiting a student's vulnerabilities, by creating inappropriate emotional dependence, or by normalizing or desensitizing the student to inappropriate conduct.
- C. Staff Members.
1. For purposes of this Policy, staff members include District employees and District-authorized volunteers (i.e., an individual who has been approved by the District to provide volunteer services for the benefit of the District in one or more specified capacities).
 2. For purposes of applying this Policy, a District-authorized intern or District-authorized student-teacher or other clinical, practicum, or fieldwork student shall be classified as a District-authorized volunteer unless such an individual receives a wage or salary from the District.

- D. Student. For purposes of this Policy, student means an individual who is any of the following:
1. An individual who is enrolled in or who attends any public, private, or tribal school at the secondary level or lower level, whether the school is within or outside of the District, regardless of the age of such individual.
 2. An individual who is enrolled in or who attends a home-based private education program, as defined under state law.
 3. An individual who is under the age of 18 and a participant in any District-sponsored class, program or activity that is offered for children and other school-age youth.

III. SCOPE AND APPLICABILITY

- A. Individuals who are Both a Current Student and Current Staff Member. If an individual is both a current student (as defined above) and a current District employee or District-authorized volunteer, then for purposes of applying this Policy:
1. Such an individual is considered a student in connection with the content of any communication that occurs between that individual and any non-student District staff member (i.e., even if the communication occurs in connection with such individual's employment or volunteer capacity).
 2. Such an individual is considered an employee or volunteer, as applicable to the individual's non-student role, when the student is acting in their official employment or volunteer capacity and communicating with any other student.
 3. A student is considered a student under this Policy, rather than a District-authorized volunteer, if the student is enrolled in the District and engages in service opportunities within the District which are not generally available to non-students and during which time the student is subject to District supervision as a student.
- B. When Applicable. Whether a communication occurs in a staff member's District-authorized capacity is determined based on the totality of the circumstances and is not limited to any specific hours of the day. For example, a District employee can be acting in such capacity when the reason(s) for or other circumstances of the communication arise directly from the employee's District-assigned responsibilities, even though the communication occurs outside of established school hours, outside of the employee's regular work hours, or both.
- C. Vendors and Third Parties. As determined by applicable contractual agreements or pursuant to District discretion permitted and exercised under a specific contract, this Policy may also be applied to certain independent contractors or to the employees of a contracted service provider.
- D. Requirement to Seek Guidance.
1. It is not practical to exhaustively address all possible situations with definitive rules and standards. Therefore, if a staff member encounters a situation in which the staff member determines that applicable laws, policies, and directives do not supply sufficient guidance, the staff member shall implement practices that reflect sound judgment, that promote accountability, and that safeguard student welfare.
 2. Staff members are strongly encouraged to seek guidance and clarification regarding appropriate communication with students from an appropriate supervisor or administrator who has relevant oversight responsibility whenever the staff member concludes that doing so would be prudent or helpful.
- E. If a staff member is unable to seek or obtain such supervisory guidance in advance, prompt after-the-fact disclosure of any concerning or potentially problematic communication scenario is an appropriate step.

IV. ETHICS AND RESPONSIBILITIES OF STAFF MEMBERS

- A. All staff members shall place student welfare as their primary professional concern.
- B. All staff members shall accept responsibility for their conduct as representatives of all.
- C. All staff members shall abide by such a standard of conduct that models good citizenship and to be an example of self-discipline for their students, students' parents/guardians, and the community.
- D. All staff members shall at all times avoid behavior that may cause them to lose the respect and appreciation of the students, parents/guardians of students, and the people of the community.
- E. All staff members shall dress and groom themselves in a manner which inspires respect from students, parents/guardians, other staff, and the public.

V. STAFF COMMUNICATION WITH STUDENTS

A. Appropriate and Inappropriate Content of Communications When the Staff Member is Acting in a District-Authorized Capacity.

1. The standards noted below are established with the recognition and understanding that context-specific circumstances will be relevant to the application of the standards (i.e., not every standard will apply, or apply equally, to every staff-student interaction; some communication may be as simple and brief as showing a basic social courtesy). For example, used in appropriate contexts, informal conversations and good-natured humor serve a legitimate purpose in District programs and activities.
2. *Appropriate Content of Communications.* The content of communication between a District staff member and a student that occurs when the staff member is acting in their District-authorized capacity is appropriate if, to the extent applicable to the situation (if at all), the communication:
 - a. Has a legitimate educational, programmatic, or supervisory purpose that is reasonably grounded in the staff member's District-assigned role and responsibilities.
 - b. Is consistent with the staff member's role as an authority figure who is demonstrating due regard for the safety and welfare of the student(s) and maintaining role-appropriate boundaries in the staff member's interactions with the student(s).
 - c. Is respectful in its substantive message and tone, recognizing that not all communication between staff and students needs to be excessively formal.
 - d. Is within the reasonable scope of the professional competencies that are part of the staff member's District-assigned role and responsibilities and that are relevant to the specific situation.
 - e. Is age appropriate for the relevant student(s).
 - f. Addresses a sensitive personal issue that has been raised by the student or that has been identified by the staff member by focusing on the student's welfare and, when the issue is outside of the staff member's District-assigned role and responsibilities, by involving other appropriate staff and supervisors.
 - g. Provides feedback to a student that is constructive, developmentally appropriate, and learning-focused.
 - h. Reasonably responds to an emergency situation.
 - i. Adheres to any District policies, rules, or supervisory directive(s) that apply to the staff member in the relevant situation.
 - j. Is lawful.
3. *Inappropriate Content of Communications.* The content of communication between a District staff member and a student when the staff member is acting in their District-authorized capacity is inappropriate and a violation of this Policy if the communication fails to meet a standard for appropriate communication as noted above when the standard applies in the specific situation. In addition, without attempting to be exhaustive of all possible examples and without restricting supervisors and administrators who have relevant oversight authority from establishing additional rules and directives related to appropriate and inappropriate content, such staff-student communications are inappropriate and prohibited by this Policy if the content:
 - a. Ridicules, demeans, threatens, insults, is sarcastic, sustained or repeated yelling, profanity, belittling or intimidating students, and other offensive or inappropriate statements or conduct.
 - b. Would reasonably be viewed by a supervisor, building principal, or other District official with oversight responsibility as conduct that:
 - i. Improperly harassing a student;
 - ii. Creates an intimidating, hostile, or offensive environment within a District school, program, or activity.
 - iii. Manipulates, coerces, or grooms a student to engage in, or to consider engaging in, an inappropriate relationship (including a sexual relationship with the staff member) or other inappropriate behavior.
 - iv. Exploits a power dynamic, such as by offering improper benefits or privileges or by inappropriately threatening to impose negative consequences in a quid quo pro posture.
 - v. Encourages, condones, invites, or arranges any unlawful conduct, any conduct that would unreasonably endanger the safety or welfare of any person, or any staff-student interaction that would occur at an inappropriate time or in an inappropriate location.
 - c. Outside of any legitimate curricular purpose (e.g., as part of the approved curriculum in literature, biology, health, or human growth and development):
 - i. Is or would be interpreted by a reasonable person as being sexualized in nature, such as by being sexually explicit or sexually suggestive.
 - ii. Involves sexual humor or the use of sexual innuendo.
 - iii. Uses profanity.
 - d. Is or would be interpreted by a reasonable person as an expression of a staff member's sexual or romantic interest in a student or as making, accepting, or encouraging sexual or romantic advances involving a student.
 - e. Constitutes "immoral conduct" within the meaning of Wis. Stat. § 115.31.

- f. Solicits or encourages secrecy or concealment to avoid detection, oversight, or accountability for inappropriate communication or inappropriate conduct.
- g. Taken in context, engages any student(s) in:
 - i. The sharing of information at an inappropriate level of personal or emotional intimacy, such as through a staff member's disclosure of inappropriate personal information to a student.
 - ii. An inappropriately peer-like social interaction, such as through peer-like communication that could reasonably impair the staff member's ability to be effective in the staff member's District role(s).
- h. Improperly discloses confidential information about any other student(s), as determined under applicable laws and District policies.

B. Appropriate and Inappropriate Means of Communications When the Staff Member is Acting in a District-Authorized Capacity.

1. The selection of an appropriate method of communication is often routine and based on commonly-applied practices and procedures. However, particularly in non-routine situations, a staff member shall consider context-dependent factors such as the timing, location, and purpose of the communication, the age(s) of the student(s), and the staff member's specific role and responsibilities.
2. *Appropriate Means of Communications.* Subject to the previous paragraph and unless a supervisor or administrative official with relevant authority has given the staff member an express directive to the contrary that applies to the particular staff-student communication, the District considers the following means of communication to be presumptively appropriate for communication between a District staff member and one or more students that occurs when the staff member is acting in their District-authorized capacity:
 - a. In person communication that occurs in any of the following situations:
 - i. During the student's attendance at school.
 - ii. At a time when the student is actively participating in a District-sponsored program or activity or actively receiving District services.
 - iii. At a time when the staff member is actively performing District-assigned responsibilities with respect to District property; a District program, activity, or service; or the supervision or general oversight of individuals (including students) who are present in such settings, and the communications relates to such District-assigned responsibilities.
 - iv. When the staff member and student are in the direct presence of (i.e., directly observable by) the student's parent, guardian, or other caregiver.
 - v. In a community/public setting (i.e., a time and place) that a reasonable person would consider to be transparent, accountable, and otherwise socially appropriate, which may include certain interactions that occur on an unplanned or chance basis.
 - b. Provided that the staff member is an authorized user of the relevant system, application, or platform, electronic communication that occurs through a District-provided and District-approved:
 - i. Student information system.
 - ii. Learning management system or online learning platform or application.
 - iii. Phone system, text messaging system, messaging application or equivalent communication platform approved by the District for District-related communications.
 - iv. Email account that the District has issued to the staff member for District-related communications.
 - c. Electronic communication that occurs through some other system, application, account, or other means that the District has provided or expressly approved for use by the staff member to communicate with the student(s) in the specific context.
 - d. Non-electronic, written communication that is distributed to the student(s) at school, in direct connection with a District-sponsored activity, or mailed to the student(s) through the school to the student's current mailing address.
 - e. Communication that is delivered to a student through the student's parent, guardian or other designated caregiver as an intermediary.
 - f. Communication that is delivered to a student through a supervisor, administrator, or other District staff member with relevant responsibilities who acts as an intermediary and who is reasonably aware of the content of the communication.
3. *Inappropriate Means of Communications.*
 - a. Notwithstanding any other provision of this Policy, a method of staff-student communication is always inappropriate and prohibited if it is selected or used to conceal an inappropriate communication or some other inappropriate interaction from being discovered by persons who have a legitimate interest in the conduct (e.g., by a supervisor or by the student's parent or guardian) and/or from being subject to legitimate District oversight.

b. Subject to the limited exceptions identified below, the District considers other means of communication (i.e., other than the means listed above) to be presumptively inappropriate and presumptively prohibited for staff-student communication that occurs when the staff member is acting in their District-authorized capacity. Without attempting to be exhaustive of all possible examples and without restricting supervisors and administrators who have relevant oversight authority from establishing additional rules and directives related to appropriate and inappropriate means of staff-student communication, examples of such inappropriate means include:

- i. Messaging a student using the staff member's personal or other non-District internet account (including any non-District social media account or a non-District email account).
- ii. Messaging or voice calling a student when the staff member is using a non-District phone account (or the equivalent, such as a non-District virtual phone number), except when the communication is limited to a reasonably necessary safety-related contact or a logistics-related communication that is time sensitive and for which no District-provided phone account is reasonably available for the purpose, which might occur, for example, in connection with an activity that involves District-supervised travel away from school grounds).
- iii. Messaging a student through a student's personal social media account or other non-District personal internet account that is known to be accessed by the student; or a student's personal phone account (or the equivalent, such as a personal virtual phone number), except for messaging to a phone account that is limited to a reasonably necessary safety-related contact or a logistics-related communication that is time sensitive.
- iv. Other electronic voice communications and/or video calls that take place using an account, application, system, or platform that is neither District-provided nor District-approved.
- v. Communication that occurs using any means or method that violates an express supervisory directive, which may be more restrictive than this Policy.

4. *Exceptions.* The following are authorized exceptions to using a means of communication that is identified as being presumptively inappropriate and presumptively prohibited:

- a. Emergency/exigent circumstances of an imminent and reasonably serious nature, such as an imminent threat to a person's health, safety, or property, and the staff member
 - i. Limits the extent of the communication to reasonably addressing the exigent circumstances; and
 - ii. Promptly communicates their reliance on this exception to an appropriate supervisor or other District official with relevant oversight responsibility.
- b. Situations in which the appropriate building principal, the Superintendent of Schools and Learning, or other supervisor or administrator with relevant oversight responsibility has granted approval for such communication for a limited purpose, including establishing a protocol for the retention of any relevant records and identifying any appropriate accountability practices the staff member will be expected to implement.

C. Accountability Practices.

1. When communicating with a student, a District staff member shall implement any specific accountability practices that may be mandated by a District policy, an administratively-established rule, or a supervisory directive that applies to the relevant communication.
2. When no mandate or directive applies, staff members are encouraged to consider and use one or more appropriate accountability practices in connection with a staff-student communication if the staff member determines that the practice in question:
 - a. Would not violate any student's confidentiality rights;
 - b. Would not endanger the welfare of the student; and
 - c. Is either necessary or prudent in the interests of transparency, accountability, or the avoidance of an appearance of impropriety.
3. The following are examples of accountability practices that might be implemented in connection with communication that occurs between a staff member and one or more students. Not all of the examples are appropriate for every situation. For example, it would not be appropriate to use a group communication or to conduct a conversation in a public/open setting in situations where it is appropriate, or even necessary, for the District to provide a student with a confidential and private setting for the protection of the student's own rights and welfare.
 - a. Communicating in a reasonably open setting (e.g., where the communication or interaction is, or easily can be, observed by others)
 - b. Using group (rather than one-to-one) communication when practicable.

- c. Including one or more other staff members, supervisors, administrators, and/or parents/guardians as additional recipient(s).
- d. Communicating in a manner that is planned with and approved by a relevant supervisor or administrator.
- e. Communicating at a time, in a manner, and for a purpose that is known to the student's parent or guardian, the staff member's supervisor, and/or other relevant administrator.
- f. Arranging for an appropriate witness to be present during an in-person meeting or conversation that occurs in a private or confidential setting.
- g. Using a means of communication that creates a District record of the communication.
- h. Promptly documenting and disclosing an unusual or concerning staff-student communication event after the fact (e.g., disclosing the situation to a supervisor or other administrator and/or to the student's parent or guardian).
- i. Using a means of communication that, for the given purpose, is consistent with widely-used and accepted practices in school-related settings such that the approach is likely to align with the expectations of a reasonable parent, guardian, or other caregiver.

D. Time and Location for Staff-Student Communications.

1. Regardless of the specific content and specific method of a staff-student communication that occurs when a staff member is acting in the staff member's District-authorized capacity, District staff members shall consider and use sound judgment regarding the impact of time and location on the appropriateness of such communications.
2. For example:
 - a. Unless addressing emergency/exigent circumstances using the exception defined in the previous section of this Policy, a communication that constitutes or back-and-forth messaging that closely resembles a direct, person-to-person conversation, whether occurring in-person or by electronic means, can be inappropriate based solely on the time of day at which the interaction occurs—particularly during night or overnight hours (and assuming the student is not actively participating in a late-night, overnight, or early morning District-sponsored program or activity).
 - b. Location is often a critical consideration particularly for in-person staff-student communications.

E. Retention and Provision of Records of Staff-Student Communications.

1. Except to the extent consistent with a District-adopted records retention schedule or as authorized by an administrator who serves as a legal custodian of District records, District staff may not delete or destroy any record of a substantive communication with a student that was sent or received in connection with the staff member's District-authorized capacity.
 - a. If any such communication with a student occurs through a non-District electronic system or application that is not accessible to the District's custodian(s) of records, the staff member should, to the extent feasible and consistent with student record confidentiality, forward a complete electronic copy of the relevant record to a District-controlled system, application, or account.
 - b. If forwarding an electronic copy of any such record is not feasible, then the staff member shall seek additional direction regarding appropriate retention of the record from the appropriate building principal or another supervisor or administrator who has relevant oversight responsibilities.
2. To the extent permitted by law, the District may ask or direct a staff member to provide the District with records of communications with students that are not in the District's possession and that have a reasonable nexus to the staff member's District role and to the District's legitimate supervisory, managerial, and educational interests. A refusal to reasonably comply with such a directive may, in appropriate circumstances, constitute a basis for adverse consequences.

F. Addressing Inappropriate Communication Initiated by a Student.

1. If a student initiates communication with a District staff member using an inappropriate means of communication and there are no emergency or exigent circumstances that require otherwise, the staff member should redirect the student to an appropriate means of communication, including by responding to the student using an appropriate method.
2. If a District staff member receives any communication from a student that a reasonable person would perceive as crossing appropriate staff-student boundaries or as being otherwise inappropriate in content, the staff member shall promptly report the communication to a supervisor, building principal, or other District official with relevant oversight authority. As District officials deem necessary or appropriate, an administrator may initiate consequences for the student and may advise or directly assist the staff member with an appropriate response or other follow-up, which could include actions such as:

- a. Contact with a parent or guardian.
- b. A statement that the student's communication to the staff member was inappropriate or addressed matters that are outside the boundaries of the staff member's responsibilities.
- c. A directive that the student shall refrain from initiating similar communications with the staff member in the future.
- d. Identification of appropriate means and content of communication that the student should use moving forward.

G. Consequences for Inappropriate Staff-Student Communications.

1. Staff members who communicate with a student in violation of the law, this Policy, other Board of Education policies or District rules, or applicable supervisory directives, are subject to a range of disciplinary and non-disciplinary consequences that will be determined based on the District's assessment of the nature and seriousness of the violation/misconduct consistent with the Employee Handbook and Board of Education Policy.
2. Examples of possible non-disciplinary consequences include a notice of performance expectations and the provision of evaluative feedback or other performance ratings. Examples of possible disciplinary consequences include those set forth in the Employee Handbook, up to and including an employee's termination or non-renewal of an applicable contract.
3. Consequences may be structured with or without special conditions, such as a requirement to complete specific training or re-training or a notice/directive that prohibits an individual from being present on District property or at certain District-sponsored events or activities.
4. For purposes of applying consequences under this Policy:
 - a. A District staff member shall be considered an employee under this Policy whether acting in connection with any District role(s) that the individual has as an employee or in connection with any additional role(s) the individual may have as a District volunteer.
 - b. Unless prohibited by law, consequences for a District student who violates this Policy while serving in the capacity of a District employee or District volunteer may include non-academic school-related consequences, up to and including possible expulsion from school. However, the imposition of such school-related consequences for a violation of this Policy shall be reserved for situations that involve serious misconduct.
5. As required by law or as otherwise deemed appropriate to the situation, the District may also refer or report matters relating to inappropriate communications (whether substantiated or alleged) to law enforcement, the Department of Public Instruction, Child Protective Services, or other governmental authorities. Nothing in this Policy alters any person's mandatory reporting obligations that are established under any law.

H. Communications with Students when Not Acting in a District-Authorized Capacity.

1. The District recognizes that there are many potential scenarios in which a District staff member may communicate or otherwise interact with a student when the staff member is not acting in the staff member's District-authorized capacity, including many such situations in which the staff member is instead acting in connection with a legitimate non-District relationship or other legitimate non-District social or community connection that the staff member has to the student (for example, as a parent or other relative of the student or through a non-District community organization).
 - a. The standards and expectations that this Policy establishes for staff-student communications that occur when a staff member is acting in the staff member's District-authorized capacity do not directly apply to communications that occur entirely outside of that official capacity.
 - b. For example, the District is in no way purporting to constrain a staff member who is a parent of a student from privately messaging their child(ren) using personal accounts.
2. However, and very importantly, communications and other interactions between a student and a District staff member that occur outside of the staff member's District authorized capacity are subject to the limitation that where there is a sufficient nexus between the circumstances surrounding the staff member's conduct and the staff member's District-authorized role(s) and responsibilities, the District may still impose lawful consequences for the conduct. For example, the District often retains evaluative, remedial, and potentially disciplinary interests in such conduct if the conduct:
 - a. Unreasonably harms or endangers the health, safety, welfare, or property of any person;
 - b. Undermines a staff member's ability to be effective in their District role(s);
 - c. Is disruptive to District operations, programs, or activities;
 - d. Jeopardizes the District's educational mission;
 - e. Is contrary to a lawful supervisory directive; or
 - f. Is unlawful.

VI. STAFF RELATIONS WITH STUDENTS

- A. This section supplements, but does not limit the standards in Section V above.

- B. All District staff members shall recognize and respect the rights of students, as established by local, state and federal law and Board policies.
- C. All staff members, Board members and contracted vendors of the District shall demonstrate a commitment to District students by:
 - 1. Modeling and reinforcing behaviors that are expected of students.
 - 2. Implementing motivation techniques that enhance self-esteem and achievement.
 - 3. Maintaining empathy with and respect for all students.
 - 4. Maintaining confidentiality with regard to student information.
 - 5. Utilizing problem-solving techniques in correcting and changing student behavior.
 - 6. Encouraging students to study varying points of view and respecting each individual student's right to form independent judgments.
 - 7. Conducting conferences with or concerning students in an appropriate place and manner.
 - 8. Exercising good judgment in dealings with students, parents, other staff, and the public.
 - 9. Displaying moral and ethical behavior.
 - 10. Not sending a student on errands off-school premises during school hours. Students shall not be sent on personal errands of any kind, nor be required to do any service not connected with their duties in the school.
 - 11. Not attempting to instill students with their own political, moral or religious beliefs.
- D. District staff members shall not associate with students at any time in any manner which gives the appearance of impropriety.
 - 1. Staff members shall refrain from engaging in any verbal or physical conduct of a sexual nature directed toward a student, including but not limited to sexual advances, activities involving sexual innuendo, requests for sexual favors, or sexually-explicit language or conversation.
 - 2. Staff members shall not form inappropriate social or romantic relationships with students, regardless of whether or not the student is 18 years old.
 - 3. Staff members shall not create or participate in any situation or activity that could be considered abusive or involve illegal substances such as tobacco, alcohol, or drugs.
 - 4. Context of a Relationship. A relationship that may be called into question will be investigated and an evaluation of appropriateness of that relationship will be made based upon the context in which the relationship exists.
- E. District staff members shall maintain confidentiality regarding student information and as such, shall not disclose personally identifiable information about a student to third parties unless specifically authorized by law or the student's parent/guardian to do so.

VII. IMPLEMENTATION AND ENFORCEMENT

- A. The Superintendent of Schools and Learning or an administrative-level designee is responsible for ensuring that the District takes reasonable steps to make District staff members aware of this Policy.
- B. Nothing in this policy shall be construed as affecting any obligation on the part of District staff to report suspected child abuse under state law or District policy.
- C. The Board of Education authorizes the Superintendent of Schools and Learning, or their designee, to implement any procedures deemed necessary to carry out this policy.
- D. Any conduct prohibited by this policy will subject the offender to potential civil or criminal liability (as applicable) and District discipline up to and including termination of employment

Sections 48.981 Wisconsin Statutes

103.14
 115.31
 118.001
 118.07(6)
 118.07(7)
 120.13(1)
 120.44
 175.32
 Ch. 948
 948.072
 948.095
 948.098

995.55

47 U.S.C. §§254(h) and 254(l)

CROSS REFERENCES:

110, District Mission and Beliefs
113, Nondiscrimination in District Programs, Activities and Operations
341.31, Human Growth and Development Instruction
347, Student Records
350, Expanded Learning
353, Community Instructional Opportunities and Resources
353.1, School Volunteers
363.2 Responsible, Acceptable and Safe Use of Technology Resources
364, Comprehensive School Counseling Program
373, Student Social Events
381 Teaching About Controversial Issues
411.1, Harassment and/or Bullying by or Toward Students
411.11, Sexual Harassment and Sexual Violence
453.35, Face Coverings as a Health and Safety Measure
454, Child Abuse/Neglect Reporting
455, Student Security
458, Wellness
511, Equal Opportunity Employment and Nondiscrimination
512, Workplace Harassment and/or Bullying
522, Staff Conduct
522.1, Drug Free Workplace
522.4, Staff Conflicts of Interest
522.5, Staff Involvement in Community and Political Activities
523.4, Staff Protection
526.1, Employment References and Verification
527.1, Employee Whistleblower Protections
531, Telecommuting
720, Health and Safety in District Facilities and Programs
722, Reporting Injuries and Unsafe Conditions
751, Student Transportation Services
751.1, Bus Safety Program
821.5 Social Media Policy
853, District Endorsements
Employee Handbook

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