

**NON-FRATERNIZATION WITH STUDENTS STUDENT AND STAFF INTERACTION**

The Board of Education requires that all students are provided a safe and secure learning environment.

Recognizing that all employees, including volunteers, coaches, and other adults who interact and work with students, are considered educators, it is a policy of the Board of Education that its educators act in a manner that reflects professional, moral, and ethical practices within established boundaries. Educators shall maintain an atmosphere conducive to learning, and their interactions with students shall be consistent with the educational mission of the district and a legitimate educational purpose within the scope of their employment duties.

Additionally, this policy endeavors to:

1. Maintain the integrity of the teaching profession and of public education;
2. Maintain the public trust and confidence in the safety of our schools;
3. Protect employees from prohibited or unauthorized student/employee interactions that may result in false allegations,

All employees shall:

Communicate and interact with students in a manner that respects the student's right to a safe and secure environment, as required by Article I, Section 28 (c) of the California Constitution

Conduct themselves in a manner that adheres to district governing policies and abides by state and federal laws

Maintain appropriate boundaries with students that are consistent with their role, duties, responsibilities, and within accepted professional standards and norms of behavior for educators

Adhere to district governing policies and regulation for being alone with a single student on district premises and during all district programs and activities

Limit one-to-one student engagement to what is necessary to perform assigned services and to conduct such in a forthright and transparent manner

Take immediate action and/or report to a supervisor when they witness, overhear, recognize, or otherwise become cognizant of prohibited or inappropriate student-employee interactions

Report all suspected child abuse or neglect as a Mandated Reporter

Understand that failure to comply with board policy and administrative regulations may result in disciplinary action up to termination and/or legal action

The relationship between the school employee and the student should be one of professional cooperation and respect. All employees, whether certificated or classified, have a responsibility to set boundaries and conduct themselves in a manner that will maintain an atmosphere that is conducive to learning.

~~It is the policy of the Board of Education to prohibit any type of close personal relationship between a school employee and a student that may reasonably be perceived as unprofessional, including, but not limited to the perception of a dating relationship. School employees shall not entertain students, socialize with students, or spend an excess amount of time with students in such a manner as to reasonably create the impression to district staff, other students, their parents/guardians, or the public that an unprofessional relationship exists.~~

~~It is also the policy of the Board to prohibit any type of sexual relationship, sexual contact, or sexually nuanced behavior between a school employee and an enrolled student without regard to the student's age. This includes internet chat rooms, social networking sites such as "Facebook" or similar web sites, cell phones, and all other forms of electronic or other types of communication. This prohibition applies to students of the same or opposite sex of the school employee. It also applies regardless of whether the student or the school employee initiated the sexual behavior, and whether or not the student welcomes the sexual behavior and/or reciprocates the attention.~~

~~The district shall promptly investigate all reasonable allegations of prohibited staff/student relationships. The district shall utilize the investigation procedures followed for complaints of sexual harassment within the district, as referenced below.~~

Legal Reference:

CALIFORNIA CONSTITUTION

Article 1, Section 28(c)

CALIFORNIA CODE OF REGULATIONS

Title 5

Section 4621 – District policies and procedures

Section 4622 – Notice

Section 4900 – Purpose

Section 4950 – Marital and Parental Status of Students

Section 4960 – Local Agency Responsibilities

Section 4961 – Responsible District Officer

Section 4962 – Compliance Procedures

PENAL CODE

422.55

11164 – Child abuse and neglect reporting

11165 – Child abuse and neglect reporting

11166.5