

## MAINTAINING PROFESSIONAL STAFF/STUDENT BOUNDARIES

### Purpose

The purpose of this policy is to provide all staff, students, volunteers and community members with information **about their role in protecting children from inappropriate conduct by adults. This policy applies to all district staff and volunteers. For purposes of this policy and its procedure, the terms “district staff,” “staff member(s)” and “staff” also include volunteers** to increase their awareness of their role in protecting children from inappropriate conduct by adults.

The North Kitsap School District Board of Directors expects all **district** staff members to maintain the highest professional, moral and ethical standards **when they interact** in their interaction with students. **District** staff members are required to maintain an atmosphere conducive to learning, through **by** consistently and fairly applied discipline and established and **maintained** professional boundaries.

**Professional staff/student boundaries are consistent with the legal and ethical duty of care that district employees have for students.**

The interactions and relationships between **district** staff members and students should be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students in and outside of the educational setting, and consistency with the educational mission of the **district** schools.

**District** staff members will not intrude on a student’s physical and emotional boundaries unless the intrusion is necessary to serve an **demonstrated** educational or physical, mental and/or emotional health purpose. An educational purpose is one that relates to the staff member’s duties in the district. Additionally, staff members are expected to be sensitive to **aware of** the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members will **notify and** discuss issues with their building administrator or supervisor whenever they suspect or are unsure **question** whether **their own or another staff member’s** conduct is inappropriate or constitutes a violation of this policy. **If a staff member is alone with a student, the staff member will ensure that contact is for educational purpose, that it is more public than private and that they will exercise the highest professional standards.**

### Use of Technology

The North Kitsap School District Board of Directors supports the use of technology to communicate for educational purposes. However, district **staff** employees are prohibited from inappropriately **communicating with students on-line** socializing or from engaging in any conduct on social networking **W**websites that violates the law, district policies or **procedures, or** other generally recognized professional standards. **Employees** **Staff** whose conduct violates this policy may face discipline and/or termination, consistent with the district’s policies **and** **procedures**, acceptable use agreement and collective bargaining agreements, as applicable.

**The Board recognizes that staff may have familial and pre-existing social relationships with parents or guardians and students. Staff members should use appropriate professional judgment when they have a dual relationship to students to avoid violating this policy, the**

**appearance of impropriety, and the appearance of favoritism. Staff members shall proactively discuss these circumstances with their building administrator or supervisor.**

The superintendent or /designee will develop staff protocols for reporting and investigating allegations and develop procedures and training to accompany this policy.

Legal References:

**Chapter 9A.44, RCW**  
**Chapter 9A.88, RCW**

Legal References  
(continued):

RCW 28A.400.320

RCW 28A.405.470

RCW 28A.405.475

RCW 28A.410.090

RCW 28A.410.095

RCW 28A.410.100

**Chapter 28A.640, RCW**  
**Chapter 28A.642, RCW**  
**Chapter 49.60, RCW**

WAC 181-87

WAC 181-88

**Cross**  
**References:**

**Policy 3205**

**Title IX of the Education Amendments of 1972**

**Sex offenses**

**Indecent exposure -- Prostitution**

Crimes against children – **Mandatory termination of classified employees – Appeal – Recovery of salary or compensation by district**

Crimes against children – Mandatory termination of certificated employees - Appeal - Recovery of salary or compensation by district

Termination of certificated employee based on guilty plea or conviction of certain felonies - Notice to superintendent of public instruction - Record of notices

Revocation or suspension of certificate or permit to teach - Criminal basis - Complaints - Investigation - Process

Violation or noncompliance – Investigatory powers of superintendent of public instruction - Requirements for investigation of alleged sexual misconduct towards a child – Court orders - Contempt - Written findings required Revocation of authority to teach - Hearings.

**Sexual Equality**

**Discrimination Prohibition**

**Washington State Law Against Discrimination**

Professional Certification - Acts of Unprofessional Conduct

**Definitions of Sexual Misconduct, Verbal and Physical Abuse** - Mandatory

**Disclosure - Prohibited Agreements**

**Sexual Harassment of Students Prohibited**

**Policy 3207**

**Prohibition of Harassment, Intimidation  
and Bullying**

**Policy 3210**

**Nondiscrimination**

**Management  
Resources:**

**Policy & Legal News, October 2015 Issue**

**Revised: October 27, 2016**

Revised: September 25, 2014

Adopted: December 9, 2010

North Kitsap School District

NOTE: The Board of Directors has reviewed all of the proposed changes to this policy which are in **bold and underlined** above EXCEPT for the sentence on Page 1 which is highlighted in yellow.

The other change is that paragraph #7 has been moved toward the end of the policy, at the Board's request.