

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.

The Board expects all district staff to maintain the highest professional standards when they interact with students. District staff are required to maintain an atmosphere conducive to learning by consistently maintaining 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 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.

District staff will not intrude on a student’s physical and emotional boundaries unless the intrusion is necessary to serve a demonstrated educational purpose. An educational purpose is one that relates to the staff member’s duties in the district. Additionally, staff members are expected to be 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 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 it is for educational purpose, that it is more public than private and that they will exercise the highest professional standards.

Use of Technology

The Board supports the use of technology to communicate for educational purposes. However, district staff are prohibited from inappropriately communicating with students on-line or from engaging in any conduct on social networking websites that violates the law, district policies or procedures, or other generally recognized professional standards. 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 pro-actively discuss these circumstances with their building administrator or supervisor.

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

Legal References:		Title IX of the Education Amendments of 1972
	Chapter 9A.44, RCW	Sex offenses
	Chapter 9A.88, RCW	Indecent exposure -- Prostitution
	RCW 28A.400.320	Crimes against children – Mandatory termination of classified employees – Appeal – Recovery of salary or compensation by district
	RCW 28A.405.470	Crimes against children – Mandatory termination of certificated employees - Appeal - Recovery of salary or compensation by district
	RCW 28A.405.475	Termination of certificated employee based on guilty plea or conviction of certain felonies - Notice to superintendent of public instruction - Record of notices
	RCW 28A.410.090	Revocation or suspension of certificate or permit to teach - Criminal basis - Complaints - Investigation - Process
	RCW 28A.410.095	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
	RCW 28A.410.100	Revocation of authority to teach - Hearings.
	Chapter 28A.640, RCW	Sexual Equality
	Chapter 28A.642, RCW	Discrimination Prohibition
	Chapter 49.60, TCW	Washington State Law Against Discrimination
	WAC 181-87	Professional Certification - Acts of Unprofessional Conduct
	WAC 181-88	Definitions of sexual Misconduct, verbal and physical abuse - Mandatory disclosure - Prohibited agreements
Cross References:	Policy 3205	Sexual Harassment of Students Prohibited
	Policy 3207	Prohibition of Harassment, Intimidation and Bullying
	Policy 3210	Nondiscrimination
Management Resources:	<u>Policy & Legal News</u> , October 2015 Issue	

Revised: November 10, 2016
Revised: September 25, 2014
Adopted: December 9, 2010
North Kitsap School District