

Book	POLICY MANUAL
Section	500 PERSONNEL
Title	STAFF AND STUDENT RELATIONS
Code	528
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All District personnel shall recognize and respect the rights of students, as established by local, state, federal law, and by Board policies. As such, employees must, at all times, maintain a professional relationship and exhibit a professional demeanor in their interactions with students. To this end, employees of the District are expected to develop positive relationships by:

- Maintaining empathy with and respect for students;
- Maintaining appropriate adult to student boundaries in relationships;
- Communicating with students in a ways which foster the development of positive self-image;
- Maintaining confidentiality of student records and information;
- Using credible, positive feedback with students;
- Implementing motivation techniques that enhance self esteem;
- Demonstrating and reinforcing behaviors which are expected of students;
- Using problem-solving techniques in correcting and changing student behaviors and resolving conflicts; and
- Helping students to feel worthwhile by recognizing their strengths and abilities;
- Utilizing and maintaining student information in a manner in which serves only for direct educational purpose.

The use of sarcasm, ridicule, insults, profanity, belittling statements, sustained yelling or harassment will not be tolerated in the school environment.

FRATERNIZATION PROHIBITED

It is essential to the safety and wellbeing of students that the relationships between staff and students scrupulously maintain the boundaries between responsible adult and student. Conduct by employees that crosses these boundaries is harmful to the individual student and disrupts the teaching and learning environment. The authority and respect accorded to school personnel is undermined by such conduct and precludes meaningful consent by a student to any romantic, sexual or peer to peer relationship.

Furthermore, employees 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, or requests for sexual favors or sexually-explicit language or conversation. Employees shall not form inappropriate social or romantic relationships with students, regardless of whether or not the student is 18 years old. Employees must not use profane or obscene language or gestures in the workplace, whether or not students are present. Employees shall not:

- enter into personal friendships that undermine the position of respect and authority inherently given to school district employee
- engage in flirting or teasing of a sexual nature
- fail to establish and enforce clear boundaries that prevent inappropriate relationships when a student's conduct appears to invite or initiate any inappropriate relationship