

### **STAFF-STUDENT RELATIONS**

District employees are encouraged to have an interest in students as individuals. However, partiality and the appearance of impropriety must be avoided. Excessive or inappropriate informal and/or social involvement with individual students is prohibited. Because such conduct is not compatible with professional ethics, it will not be permitted.

District employees are expected to use good judgment in their relationships with students both inside and outside of the school context including, but not limited to, the following guidelines.

1. District employees shall not make derogatory comments to students regarding the school, its staff and/or other students.
2. The exchange of purchased gifts between District employees and students is discouraged.
3. Staff-sponsored parties at which students are in attendance, unless they are a part of the school's extracurricular program and are properly supervised, are prohibited.
4. District employees shall not fraternize in writing, verbally, or electronically with students except on matters that pertain to school-related issues.
5. District employees shall not associate with students at any time in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol or drugs.
6. District employees shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.
7. District employees shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
8. District employees shall not have students perform personal errands for the staff members or others.
9. District employees shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.
10. District employees shall not attempt to counsel, assess, diagnose or treat a student's personal problem relating to sexual behavior, substance abuse, mental or physical

health and/or family relationships but, instead, should refer the student to the appropriate individual or agency for assistance.

11. District employees shall not disclose information concerning a student, other than directory information, to any person not authorized to receive such information. This includes, but is not limited to, information concerning assessments, ability scores, grades, behavior, mental or physical health and/or family background.
12. District employees shall not commit any act of sexual abuse of a student or minor or engage in inappropriate sexual conduct with a student or minor.
13. District employees are prohibited from soliciting, encouraging, engaging, or consummating an inappropriate relationship or fraternizing with a student or minor.
14. District employees are prohibited from using technology to promote inappropriate communications or relationships with students.

Adopted: July 21, 2009