

PERSONNEL

Maintaining Professional Staff and Student Boundaries

The purpose of this policy is to provide all staff, students, volunteers and community members with information to increase their awareness of their roles in protecting children from inappropriate conduct by adults. This policy applies to all district staff and volunteers.

The board expects all staff members to maintain the highest professional, moral and ethical standards in their interaction with students. District Staff members are required to maintain an atmosphere conducive to learning, through consistently and fairly applied discipline and established and maintained professional boundaries. Staff members are expected to set examples for students by appropriate conduct and behavior.

The interactions and relationships between staff members, agency personnel and students should be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students inside and outside of the educational setting, and consistency with the educational mission of the District.

Staff members and agency personnel will not intrude on a student's physical and emotional boundaries. Additionally, staff members and agency personnel are expected to be sensitive to the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members and agency personnel will notify and discuss issues with their building administrator or supervisor whenever they suspect or are unsure whether conduct is inappropriate or constitutes a violation of this policy. All staff members are expected to continue to meet their obligations to report to law enforcement or Child Protective Service in a timely manner when they have reasonable cause to believe that a child has been subject to abuse or neglect.

The board recognizes that staff may have familial and pre-existing social relationships with parents or guardians and students. Staff members are expected to use appropriate professional judgment when they have a dual relationship to students in order to avoid violating this policy, or create the appearance of impropriety or favoritism. Staff members shall pro-actively discuss these circumstances with their building administrator or supervisor.

Use of Technology

The board supports the use of technology to communicate for educational purposes. However, District employees are prohibited from inappropriately communicating with students on-line or from engaging in any conduct on social networking web sites that violates the law, District policies or other generally recognized professional standards. Employees whose conduct violates this policy may face discipline up to and including termination, consistent with the District's policies, acceptable use agreement and collective bargaining agreements, as applicable.

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

Cross References: 3205 – Sexual Harassment of Students Prohibited
 3207 – Prohibition of Harassment, Intimidation and Bullying
 3210 – Nondiscrimination

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, Sexual Equality
 Chapter 28A.642, RCW Discrimination Prohibition
 Chapter 49.60, RCW – Washington State Law Against
 Discrimination
 Chapter 181-88 WAC Definitions of sexual misconduct, verbal and
 physical abuse – Mandatory disclosure – Prohibited agreements

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