



Book	Policy Drafts Under Consideration
Section	6000 Personnel
Title	PROPOSED STAFF/STUDENT RELATIONS
Code	6344 Administrative Guidelines
Status	Proposed

STAFF/STUDENT RELATIONS

Administrative Guideline

Staff members are expected to maintain courteous and professional relationships with students. All staff members have a responsibility to provide an atmosphere conducive to learning through consistently and fairly applied discipline and the maintenance of physical and emotional boundaries with students. These boundaries must be maintained regardless of the student's age, the location of the activity, whether the student allegedly consents to the relationship or whether the staff member directly supervises the student. Maintaining these boundaries is an essential requirement for employment in the district.

An educational purpose is defined as a reason associated with the staff member's responsibilities and duties in the district including, but not limited to: counseling, the treatment of a student's physical injury, or coordination of an extracurricular or co-curricular activity.

The goal of this policy is to protect students from harm and staff members from allegations of misconduct by requiring staff members to maintain professional boundaries with students. The district does not intend to interfere with or impede appropriate interactions between staff members and students.

Failure to Maintain Boundaries

Examples of situations where professional physical and emotional boundaries are violated include, but are not limited:

1. Being alone with a student in a room with a closed or locked door or with the lights off. There may be exceptions to this per staff member's responsibilities associated with a student; counselors or others who need to work with students confidentially. Supervisors are generally aware of these circumstances and needs.
2. Meeting students in nonwork settings without the parent/guardian being present or having given prior written parent/guardian permission.
3. Associating with students in any setting where students are provided, are consuming or are encouraged to use or consume alcohol, tobacco, drugs or any other product or service prohibited to minors. Likewise, distribution by staff members of alcohol, tobacco, drugs or any other product or service prohibited to minors constitutes a violation of this policy.
4. Communicating with students about sexual topics verbally or by any form of written, pictorial or electronic communication.

5. Discussing the staff member's personal problems with or in the presence of students.
6. Sponsoring parties for students outside of the school environment unless as part of an extracurricular or co curricular activity that is appropriately supervised by additional staff members.
7. Inviting students to the staff member's home.
8. Being present when students are fully or partially nude.
9. Sending students on personal errands.
10. Allowing a student to drive the staff member's vehicle.
11. Providing a student (other than the staff member's children, stepchildren or other children living in the staff member's home) transportation in a vehicle without a supervisor's approval and parent/guardian written permission, unless another staff member or the student's parent/guardian is also present in the vehicle.

Absolute Prohibitions

1. Giving gifts to individual students reflecting a personal relationship or preference.
2. Pulling a student from another class or activity to be with the staff member for any reason unrelated to an educational purpose or safety and security concerns.
3. Touching, caressing, fondling or kissing students in a sexual or sexually intimate manner.
4. Dating a student or discussing or planning a future romantic or sexual relationship with a student.
5. Making sexual advances toward a student or engaging in a sexual relationship with a student.
6. Engaging in any conduct that constitutes illegal harassment or discrimination as defined in Board policy.
7. Engaging in any conduct that violates Board policies, regulations or procedures or constitutes criminal behavior.

Exceptions

An emergency situation or an educational purpose might justify deviation from some of the professional boundaries set out in this policy. Likewise, staff members might be related to students or have contact with students outside the school environment through friends, neighborhood or community activities, or participation in civic, religious or other organizations.

Consequences

Staff members who violate this policy will be disciplined, up to and including termination of employment. Depending on the circumstances, the district may report staff members to law enforcement and related authorities or services for further investigation, and the district may seek revocation of a staff member's license(s) with the Kansas State Department of Education.

Reporting

Any person, including a student, who has concerns about or is uncomfortable with a relationship or activities between a staff member and a student should bring this concern immediately to the attention of the principal, counselor or staff member's supervisor. If illegal discrimination or harassment is suspected applicable Board policy and state or federal statutes will apply. The district will not discipline, terminate or otherwise discriminate or retaliate against a staff member for reporting in good faith any action that may be a violation of this policy.