

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.

General Standards

The Aberdeen School District No. 5 board of directors 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.

The Aberdeen School 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.

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

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

Adopted: 11/16/10
 Revised: 10/16/18