

**EMPLOYEE—STUDENT RELATIONS**

The Board expects employees to have a sincere interest in students as individuals, however, partiality and the appearance of impropriety must be avoided. An employee is expected to refrain from behavior which compromises his/her professional integrity. This responsibility extends to actions such as an employee's internet use (websites, chat rooms, etc...) and other forms of behavior which may directly or indirectly interfere with, or undermine, student learning.

An employee is expected to use good judgment in his/her relationships with students both inside and outside of the school context. An employee will maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities. An employee will, pursuant to law and board policy, immediately report any suspected child abuse or neglect to the building administrator or designee.

For the protection of the students and the employees, the school district sets forth the following guidelines:

- An employee will refrain from making derogatory verbal or written comments to students regarding the students, staff, or school.
- An employee will refrain from fraternizing with students, in real or virtual environments with students.
- An employee will refrain from associating with students in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol or drugs.
- Dating between an employee and students is prohibited.
- An employee will refrain from using inappropriate words or action as a method of forcing compliance.
- An employee will not send students on personal errands.
- An employee 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 school personnel or agency for assistance.
- An employee will refrain from disclosing information concerning a student 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.

- An employee shall not transport students without prior written authorization by both the student's parent/guardian and building administrator or his/her designee.
- In the event a staff member is also a parent of a student, outside of normal business hours, in their capacity as a parent, they may transport a student.
- The exchange of purchased gifts between an employee and student is discouraged. This policy is not intended to include class gifts and/or token gifts.

Adopted 2001  
Revised 2008  
Reviewed 2015

