

PROFESSIONAL ADULT to STUDENT BOUNDARIES

The Governing Board expects all adults to maintain professional, moral, and ethical relationships with students that are conducive to an effective, safe learning environment. This policy applies to district employees, volunteers, student teachers, and independent contractors and their employees who interact with students or are present on school grounds.

Adults shall establish and maintain appropriate personal boundaries with students and not engage in any behavior that is prohibited by this policy or that creates the appearance of prohibited behavior.

Employees are expected to be aware of the appearance of impropriety in their own conduct and the conduct of other adults when interacting with students.

As with other forms of communication, when communicating electronically, employees shall maintain professional boundaries with students.

A boundary violation by an employee is an act or omission that does not have a legitimate educational purpose and has the potential to abuse the employee-student relationship. A boundary violation that constitutes serious misconduct is an act, omission, or pattern of such behavior by an adult that does not have a legitimate educational purpose and results in abuse of the staff-student professional relationship.

Any employee who is found to have engaged in conduct in violation of law, this policy, or other board policies shall be subject to disciplinary action up to and including dismissal.

Confidentiality and Retaliation

Santee School District prohibits retaliation against anyone who files a complaint under this policy. Any employee who retaliates against any such complainant, reporter, or other participant in Santee School District's complaint process shall be subject to discipline.

Reporting Inappropriate or Suspicious Conduct

Any person who has concerns about or is uncomfortable with a relationship or interaction between an adult and a student, shall promptly notify their immediate supervisor and/or an Administrator.

District employees are expected to follow district policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students and other members of the school community. Employees shall engage in conduct that enhances the integrity of the district, advances the goals of the district's educational programs, and contributes to a positive school climate.

(Legal References on next page)

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Legal References:

State

5 CCR 80303 Reports of change in employment status, alleged misconduct

5 CCR 80304 Notice of sexual misconduct

Ed. Code 44030.5 Reporting change in employment status due to alleged misconduct

Ed. Code 44050 Employee code of conduct; interaction with students

Ed. Code 44242.5 Reports and review of alleged misconduct

Ed. Code 44940 Compulsory leave of absence for certificated persons

Ed. Code 48980 Parent/Guardian notifications

Pen. Code 11164-11174.3 Child Abuse and Neglect Reporting Act