

STAFF RELATIONS WITH STUDENTS

- 1.0 The relationship between staff members and students should be one of cooperation, understanding, and mutual respect. Staff members have a responsibility to provide an atmosphere conducive to learning and to motivate students to perform to their capacity.
- 2.0 Staff members shall extend to students the same respect and courtesy which they as staff members have a right to demand.
- 3.0 All employees shall observe and maintain professional boundaries between themselves and students, both inside and outside the school context. Employees shall not engage in unethical, lewd, suggestive, or other inappropriate conduct at any time if there is a reasonable and adverse relationship between the conduct and the continuing ability of the employee to perform any of his/her professional functions in an effective manner.
- 4.0 All employees shall refrain from a range of behaviors that could be interpreted as grooming and/or testing the boundaries that could lead to more egregious misconduct.
- 5.0 Illegal conduct and/or clearly inappropriate conduct by a staff member regarding a student is prohibited under all circumstances. Examples include, but are not limited to:
 - 5.1 Romantic or sexual relationships;
 - 5.2 Sexual physical contact and/or sexual gratification;
 - 5.3 Touching a student's body or clothing in a romantic or sexual manner;
 - 5.4 Furnishing alcohol, drugs, or tobacco to a student or being present where any student is consuming these substances;
 - 5.5 Dating or attempting to form a romantic or sexual relationship, regardless of the student's age.
- 6.0 For purposes of this policy, the phrase "legitimate educational reason" includes matters or communications related to teaching, counseling, athletics, extracurricular activities, treatment of a student's physical injury or medical needs, school administration or other purposes within the school regarding the staff member's job duties. Prohibited conduct by staff member regarding a student without a legitimate educational reason includes, but is not limited to the following:
 - 6.1 Repeating sexual or inappropriate romantic rumors;
 - 6.2 Accepting massages, or offering or giving massages other than in the course of injury care administered by the appropriate athletic trainer, coach or health care provider;
 - 6.3 Touching students in an inappropriate manner;
 - 6.4 Singling out a particular student or students for personal attention or friendship beyond the ordinary professional staff-student relationship;
 - 6.5 Taking a student out of class;
 - 6.6 Being alone with a student behind closed doors;
 - 6.7 Initiating or extending contact with a student beyond the school day or outside of class times;
 - 6.8 Sending or accompanying a student on personal errands;
 - 6.9 Inviting a student to the staff member's home without appropriate chaperones;
 - 6.10 Going to a student's home;
 - 6.11 Giving a student a ride in a vehicle without prior notification to and approval from both the parent/guardian and the building principal except in an emergency under appropriate circumstances;
 - 6.12 Addressing students or permitting students to address staff with personalized terms of endearment, pet names, or otherwise in an overly familiar manner;

- 6.13 Giving gifts or money to the student; or,
- 6.14 other actions or activities similar in nature to those listed above.
- 7.0 Prohibited communications in any format (for example, email, text messaging, written communications, in person, etc.) by a staff member with a student includes, but is not limited to:
 - 7.1 Any communications without a legitimate educational reason;
 - 7.2 Flirting, propositions, or sexual remarks;
 - 7.3 Sexual slurs, leering, sexual or derogatory comments;
 - 7.4 Inappropriate comments about a student's body;
 - 7.5 Sexual jokes, notes, stories, drawings, gestures or pictures;
 - 7.6 Displaying or transmitting sexual pictures, objects or depictions;
 - 7.7 Disclosing personal, sexual, romantic, marital, employment issues or other private matters; or
 - 7.8 Other communications or activities similar in nature to those listed above.
- 8.0 Reports, investigations, and consequences.
 - 8.1 Violations or suspected violations of this policy may be reported orally or in writing to the building principal and/or through the reporting process outlined in Superintendent Policy 8400 (Nondiscrimination).
 - 8.2 Reports of violations or suspected violations of this policy shall be investigated using the processes outlined in Superintendent Policies 8400 (Nondiscrimination) or 8410 (Sexual Harassment – Title IX) if applicable. Matters that do not involve protected class discrimination/harassment or Title IX may be investigated by building administration or Human Resources. In the event of uncertainty regarding the investigation of a complaint under this policy, consultation with Legal Services, Human Resources, and/or the Title IX/Non-discrimination Coordinator may be appropriate.
 - 8.3 Depending on the specific circumstances of the allegations or suspicions, staff members may have a mandatory duty under the laws of Colorado to report violations of this policy as child abuse.
 - 8.4 Employees found to be in violation of this policy are subject to disciplinary action up to and including dismissal from employment.
 - 8.5 Persons reporting in good faith regarding alleged violations or suspected violations of this policy shall not be subjected to retaliation in any form.

CROSS REFERENCES:

Code: 4300

Code: 5000

Code: 5140

Code: 8400

Code: 8410

Code: 8900