

## EMPLOYEE-STUDENT RELATIONS

Staff members are expected to maintain courteous and professional relationships with students and maintain an atmosphere conducive to learning through consistently and fairly applied discipline and established professional boundaries.

Unless necessary to serve an educational or health-related purpose:

- Staff members shall not make derogatory comments to students regarding the school and/or its staff.
- The exchange of purchased gifts between staff members and students is discouraged.
- Staff members shall not fraternize, written or verbally, with students except on matters that pertain to school-related issues.
- Staff members shall not associate 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 staff members and students is prohibited.
- Staff members shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.
- Staff members shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
- Staff members shall not send students on personal errands.
- Staff members shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.
- Staff members 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 individual or agency for assistance.
- Staff members shall not disclose information concerning a student, other than directory information, 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.
- Staff members shall not be alone in a room with a door closed, a locked door, or with the lights off.
- Staff members are strongly discouraged from socializing with students outside of school on social networking websites, consistent with the provisions of Policy GBEBD.

Staff members who violate this policy may face disciplinary measures, up to and including termination, consistent with state law and applicable provisions of a collective bargaining agreement. Staff are put on notice that this list is not intended to be exhaustive or complete.

Any employee who witnesses or learns of any of the above behaviors shall report it to the building principal or Superintendent immediately.

First Reading: April 9, 2014  
Second Reading & Approval: May 7, 2014