



NOTICE REGARDING RELATIONSHIPS WITH STUDENTS

As an employee or adult volunteer at MSD of Warren Township, you are strictly prohibited from having any romantic or sexual relationship with any Warren student. This rule prohibits any type of flirting or suggestive behavior, whether in person or in written form, including texting and email. Claims that the student initiated the relationship or that the student and/or student's family consented to the relationship is not a defense. If a student attempts to engage you in this type of behavior, you should advise the student that the conduct is inappropriate and immediately report the conduct to your supervisor.

If you have sexual contact with a Warren student, you are very likely engaging in a criminal act. Your role as a Warren employee classifies you as a child care worker under Indiana law. That law makes it a crime for you to engage in sexual behavior with a Warren student even if that student is 16 years old or older. Of course, any sexual contact with a student under 16 is also a crime. These crimes are generally felonies and may result in you being publicly listed as a sex offender and subject to restrictions imposed on sex offenders.

If you violate this rule, MSD of Warren Township will take the following action:

1. Immediately terminate your employment and vigorously oppose any claim by you for unemployment compensation.
2. If there is a hint of sexual conduct, we will report the situation to the appropriate authorities, including law enforcement, and cooperate fully with their investigation, recommending that you be prosecuted to the full extent of the law.
3. If you hold a teaching license, we will report the situation to the state licensing authorities and ask that your license be revoked.
4. If contacted by a prospective employer, we will advise the employer of the circumstances leading up to your dismissal.
5. If contacted by the media, we will advise the media of the situation and of the actions taken by MSD of Warren Township in response.

If you have questions about this document, please contact Brian Simkins, Chief Human Resource Officer. It is imperative that all Warren employees/volunteers understand that the commitment to protect and educate Warren students is our number one priority; and even the appearance of violating this rule would force us to take aggressive action to ensure the safety of all students.

Employee/Volunteer Signature

Date

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EDUCATION & COMMUNITY CENTER

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