

CODE: B34

## STAFF CONDUCT WITH STUDENTS

The relationship amongst staff (including coaches) and students should be one of cooperation, understanding, and mutual respect. Each staff member has a responsibility to contribute to an atmosphere conducive to learning.

Although it is desired that staff and coaches have a sincere interest in students as individuals, partiality must be avoided. Excessive informal and social involvement with individual students gives rise to charges of partiality and excessive personal involvement. Such friendships are not compatible with professional ethics.

All staff and coaches are expected to use good judgment in their relationships with students outside the field and classroom. The Board particularly points out:

- Care should be taken by all staff members and coaches to avoid making derogatory comments to students regarding the school, its staff and other students.
- Staff/Coach-sponsored parties, unless they are a part of the school's extracurricular program, are prohibited, without approval of administration.
- Staff/Coach shall not transport students without proper authorization and documents on file with the Central Office.

In recognition of the fact that sexual harassment (verbal or physical) may create a psychologically harmful atmosphere, inhibit performance, undermine the integrity of the staff-student relationship, and constitute a form of illegal sex discrimination, the Board prohibits all forms of inappropriate sexual remarks or conduct between staff and students. **No staff member or coach will date or have intimate contact with any student. Any staff member or coach who does such will be immediately terminated.**

Incidents of sexual harassment must be reported to appropriate administrative or supervisory personnel in accordance with established grievance procedures.

Immoral conduct on the part of any employee will constitute grounds for termination. No employee will commit or attempt to induce students or others to commit an act or acts of immoral conduct, which may be harmful or otherwise bring discredit to the district. If it appears any law may have been violated, the district will cooperate with the law enforcement agencies.

The School Board and Administration expects all employees to behave in a proper manner. Behavior considered unacceptable will lead to appropriate disciplinary action.

*Date Warned: May 29, 2019*  
*Date Adopted: June 10, 2019*