

## Staff-Student Relations

The district expects all staff and volunteers (“staff”), to maintain the highest professional, moral and ethical standards in their conduct with students. The interactions and relationships between staff and students should be based upon mutual respect and trust; an understanding of the appropriate boundaries between adults and students in an educational setting; and consistent with the educational mission of district schools. Although staff should have a sincere interest in helping students succeed, partiality and the appearance of impropriety must be avoided. Excessive informal and/or social involvement with individual students is prohibited. Such conduct is not compatible with professional ethics and will not be tolerated.

### Guidelines for Staff Behavior

Staff are expected to use good judgment in their relationships with students both inside and outside of the school context. Staff shall refrain from certain behaviors recognized as “boundary invading” behaviors that could lead to inappropriate staff-student relationships. Staff should maintain an appropriate professional student-teacher relationship by:

1. Not demonstrating or expressing professionally inappropriate interest in a student’s personal life;
2. Not accepting or giving or exchanging romantic or overly personal gifts or notes with a student;
3. Reporting to the educator’s supervisor if the educator has reason to believe a student is or may be becoming romantically attached to the educator; and
4. Honoring appropriate adult boundaries with students in conduct and conversations at all times. Staff shall promote the equal treatment of all students and shall not have “special” relationships with a particular student.
  - a. For example, Staff shall not:
    - i. Favor students by giving them special privileges, exchanging gifts or other favors or having secrets with students;
    - ii. Take the student on unsupervised outings;
    - iii. Show pornography to the student;
    - iv. Discuss/write about sexual topics unrelated to curriculum with students, make sexual jokes and innuendos or engage in inappropriate banter with students;
    - v. Invade the child’s privacy (e.g. walking in on him/her in the bathroom);
    - vi. Hug, kiss, or make other physical contact;
    - vii. Talk to students about problems that would normally be discussed with adults (e.g. marital problems);

- viii. Inviting individual students to the teacher's personal home without proper chaperones;
- ix. Going to the student's home without parent supervision;
- x. Use e-mail, text-messaging, or instant messaging to discuss personal topics or interests with individual students;
- xi. Transport students rides in the teacher's personal vehicle;
- xii. Meet with individual students behind closed doors;
- xiii. Date students.

Staff are expected to be sensitive to the appearance of impropriety in their conduct with students. Staff are encouraged to discuss issues with their building administrator or supervisor whenever they are unsure whether particular conduct may constitute a violation of this policy.

### **Responsibility to Report Possible Violations**

Staff are required to notify promptly the appropriate building administrator or superintendent if they become aware of a situation that may constitute a violation of this policy.

Students and/or parents/guardians are strongly encouraged to notify the principal if they believe a teacher or other staff member may be engaging in conduct that violates this policy.

Any district employee who has reasonable cause or reasonable suspicion to believe that any child with whom he/she has come in contact has suffered abuse or neglect, as defined in state law, or that any adult with whom he/she is in contact has abused a child, will immediately notify the Oregon Department of Human Services, Community Human Services, or the local law enforcement agency. The school employee shall also immediately inform his/her supervisor, principal or superintendent.

### **Disciplinary Action**

Staff violations of this policy shall result in disciplinary action up to and including dismissal.

END OF POLICY

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#### **Legal Reference(s):**

[ORS 332.107](#)