

PERSONNEL

Maintaining Professional Staff and Student Boundaries

The purpose of this policy is to provide all staff, students, volunteers and community members with information to increase their awareness of their role in protecting children by maintaining appropriate boundaries.

The Board of Directors expects all staff members to maintain the highest professional, moral and ethical standards in their interaction with students. Staff members are required to maintain an atmosphere conducive to learning, through consistently and fairly applied discipline, as well as established and maintained professional boundaries.

The interactions and relationships between staff members and students will be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students in and outside of the educational setting, and consistency with the educational mission of the schools.

Staff members will not intrude on a student's physical and emotional boundaries unless the intrusion is necessary to serve an educational or physical, mental and/or emotional health purpose. An educational purpose is one that relates to the staff member's duties in the district. Additionally, staff members are expected to be sensitive to the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members will discuss issues with their building administrator or supervisor whenever they suspect or are concerned whether conduct is inappropriate or constitutes a violation of this policy.

The Board supports the use of technology to communicate for educational purposes. However, district employees are prohibited from inappropriate online socializing or from engaging in any conduct on social networking Web sites that violates the law, district policies or other generally recognized professional standards. Employees whose conduct violates this policy may face discipline and/or termination, consistent with the district's policies, acceptable use agreement and collective bargaining agreements, as applicable.

The superintendent or designee will develop staff protocols for reporting and investigating allegations and develop procedures and training to accompany this policy.

Cross Reference:

cf. 2022 Electronic Resources

Legal References:

RCW 28A.400 Crimes against children
RCW 28A.405.470 Crimes against children - Mandatory termination of certificated employees
- Appeal - Recovery of salary or compensation by district.
RCW 28A.405.475 Termination of certificated employee based on guilty plea or conviction of
certain felonies - Notice to superintendent of public instruction - Record of
notices.
RCW 28A.410.090 Revocation or suspension of certificate or permit to teach - Criminal basis
- Complaints - Investigation - Process.
RCW 28A.410.095 Violation or noncompliance - Investigatory powers of superintenant of
public instruction - Requirements for investigation of alleged sexual
misconduct towards a child - Court orders - Contempt - Written findings
required.
RCW 28A.410.100 Revocation of authority to teach - Hearings.
WAC 181-87 Professional Certification - Acts of Unprofessional Conduct
WAC 181-88 Sexual Misconduct, Verbal and Physical Abuse - Mandatory Disclosure -
Prohibited Agreements

Adoption Date: August 10, 2011