MAINTAINING PROFESSIONAL STAFF/STUDENT BOUNDARIES

The purpose of this policy <u>provides</u> is to provide all staff, students, volunteers, and community members with information <u>about</u>to increase their awareness of their role in protecting children from inappropriate conduct by adults. <u>This policy applies to all district</u> staff and volunteers. For purposes of this policy and its procedure, the terms "district staff," "staff member(s)," and "staff" also include volunteers.

General Standards

The Woodland Public Schools board of directors expects all <u>district</u> staff <u>members</u> to maintain the highest professional, <u>moral and ethical</u> standards <u>when they interactin their interaction</u> with students. <u>District staff</u> <u>Staff members</u> are required to maintain an atmosphere conducive to learning <u>by</u>₇ through consistently <u>maintaining</u> and fairly applied discipline and established and maintained professional boundaries.

li. staff/student boundaries are consistent with the legal and ethical duty of care that district employees have for students.

The interactions and relationships between <u>district</u> staff <u>members</u> and students should be based upon mutual respect, <u>and</u> trust, <u>and</u> <u>commitment to an understanding of</u> the <u>professional appropriate</u> boundaries between <u>staff adults</u> and students in and outside of the educational setting, and <u>consistent consistency</u> with the educational mission of the <u>district</u>.

District staffschools.

Staff members will not intrude on a student's physical and emotional boundaries unless the intrusion is necessary to serve <u>a demonstrated</u> 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. Inappropriate boundary invasions can take various forms. Any type of sexual conduct with a student is an inappropriate boundary invasion.

Additionally, staff members are expected to be <u>aware of Sensitive to</u> the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members will <u>notify and</u> discuss issues with their building administrator or supervisor whenever they suspect or <u>questionare unsure</u> whether <u>their own or another staff member's</u> conduct is inappropriate or constitutes a violation of this policy.

The Woodland Public Schools board recognizes that staff may have familial and pre-existing social relationships with parents or guardians and students. Staff members should use appropriate professional judgment when they have a dual relationship to students to avoid violating this policy, the appearance of impropriety, and the appearance of favoritism. Staff members shall pro-actively discuss these circumstances with their building administrator or supervisor.

Use of Technology

<u>The board</u><u>directors</u> supports the use of technology to communicate for educational purposes. However, when the communication is unrelated to school work or other legitimate school business district staffemployees are prohibited from communicating with students by phone, e-mail, text, instant messenger, or other forms of electronic or written communication. District staff members are prohibited inappropriate online Socializing Or from engaging in any conduct on social networking websites Web sites that violates the law, district policies or procedures, or other generally recognized professional standards. This prohibition includes prohibiting staff from "friending" and/or "following" students on social media.

<u>Staff</u>Employees whose conduct violates this policy may face discipline and/or termination, consistent with the district's policies and procedures, 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 References: | 3205 - Sexual Harassment of Students Prohibited 3207 - Prohibition of Harassment, Intimidation and Bullying 3210 - Nondiscrimination 3421 - Child Abuse, Neglect, and Exploitation Prevention |
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| Legal References: | Title IX of the Education Amendments of 1972 Chapter 9A.44, RCW – Sex offenses Chapter 9A.88, RCW – Indecent exposure – Prostitution RCW 28A.400.320 Crimes against children – Mandatory termination of classified employees – Appeal – Recovery of salary or compensation by district 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 superintendent 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 Chapter 28A.640, RCW Sexual Equality Chapter 28A.642, RCW Discrimination Prohibition Chapter 181-87 WAC Professional certification – Acts of unprofessional conduct Chapter 181-88 WAC Definitions of sexual misconduct, verbal and physical abuse - Mandatory disclosure – Prohibited agreements |
| Management Resources: | 2019 - March 2019 - March Policy Issue 2015 - October Issue |

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