

## Personnel

BP 4119.24(a)  
4219.24  
4319.24

### **Maintaining Appropriate Adult-Student Interactions**

The Governing Board desires to provide a positive school environment that protects the safety and well-being of district students. The Board expects all adults with whom students may interact at school or in school-related activities, including employees, independent contractors, and volunteers, to maintain the highest professional and ethical standards in their interactions with students both within and outside the educational setting. Such adults shall not engage in unlawful or inappropriate interactions with students and shall avoid boundary-blurring behaviors that undermine trust in the adult-student relationship and lead to the appearance of impropriety.

The educational process requires healthy and appropriate relationships between staff and students that promote academic, intellectual, physical, social, and emotional wellbeing. 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 promoting student safety and well-being, and to help staff avoid behaviors that undermine the professional adult/student relationship that can lead to misconduct or the appearance of impropriety.

Relationships between employees and students should be consistent with the educational mission of the schools. All interactions with students should serve a legitimate educational purpose. For purposes of this policy, the term “legitimate educational purpose” includes matters or communications related to teaching, counseling, athletics, extracurricular activities, treatment of a student’s physical injury or other medical needs, school administration, or other purposes within the scope of the employee’s duties.

Employees are prohibited from entering into or attempting to form a romantic or sexual relationship with any student or engaging in sexual harassment of a student, including sexual advances, flirtations, requests for sexual favors, inappropriate comments about a student's body or appearance, or other verbal, visual, or physical conduct of a sexual nature.

Adults shall not intrude on a student's physical or emotional boundaries unless necessary in an emergency or to serve a legitimate purpose related to instruction, counseling, student health, or student or staff safety.

Any employee who observes or has knowledge of another employee's violation of this policy shall report the information to the Superintendent or designee or appropriate agency for investigation pursuant to the applicable complaint procedures as soon as practically possible. Other adults with knowledge of any violation of this policy are encouraged to report the violation to the Superintendent or designee. Immediate intervention shall be implemented when necessary to protect student safety or the integrity of the investigation.

## **Maintaining Appropriate Adult-Student Interactions** (continued)

Employees who engage in any conduct in violation of this policy, including retaliation against a person who reports the violation or participates in the complaint process, shall be subject to discipline, up to and including dismissal. Any other adult who violates this policy may be barred from school grounds and activities in accordance with law. The Superintendent or designee may also notify law enforcement as appropriate.

The district's employee code of conduct addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on school and/or district web sites. (Education Code 44050)

### **Inappropriate Conduct**

Employees shall remain vigilant of their position of authority and not abuse it when relating with students. Examples of employee conduct that can undermine professional adult-student interactions or create the appearance of impropriety include, but are not limited to:

1. Initiating inappropriate physical contact, including kissing of any kind;
2. Being alone with a student outside of the view of others;
3. Visiting a student's home or inviting a student to visit the employee's home without parent/guardian consent;
4. Maintaining personal contact with a student that has no legitimate educational purpose, by phone, letter, electronic communications, or other means, without including the student's parent/guardian or the principal;
5. Making comments about another student's physical appearance including specific physical attributes or physiological development that has no legitimate educational purpose;
6. Making, or participating in, sexual comments, jokes, or conversations with students;

## **Maintaining Appropriate Adult-Student Interactions** (continued)

When communicating electronically with students, employees shall use district equipment or technological resources when available. Employees shall use only district sponsored and approved platforms to communicate with students. Employees shall not communicate with students through any medium that is designed to eliminate records of the communications. The Superintendent or designee may monitor employee usage of district technology at any time without advance notice or consent.

- 7 Creating or participating in social networking sites for communication with students, other than those created by the district, without the prior written approval of the principal or designee;
- 8 Inviting or accepting requests from students, or former students who are minors, to connect on personal social networking sites (e.g., "friending" or "following" on social media), unless the site is dedicated to school business;
- 9 Giving excessive non-educational attention toward a particular student including giving gifts and/or nicknames to individual students;
- 10 Seeking and/or returning emotional involvement with a student beyond the normative care and concern required of an educator;
- 11 Addressing a student in an overly familiar manner, such as by using a term of endearment;
- 12 Socializing or spending time with students outside of school-sponsored events, except as participants in community activities;
- 13 Sending or accompanying students on personal errands unrelated to any legitimate educational purpose;
- 14 Transporting a student in a personal vehicle without prior authorization;
- 15 Non-guidance/counseling staff, encouraging students to confide their personal or family problems and/or relationships;
- 16 Disclosing personal, family, or other private matters to students or sharing personal secrets with students.

## Maintaining Appropriate Adult-Student Interactions (continued)

**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

| <b>State</b>                | <b>Description</b>  |
|-----------------------------|---|
| 5 CCR 80303                 | Reports of change in employment status; alleged misconduct      |
| 5 CCR 80304                 | Notice of sexual misconduct                                     |
| Ed. Code 44030.5            | Reporting change in employment status due to alleged misconduct |
| Ed. Code 44050              | Employee code of conduct; interaction with students             |
| Ed. Code 44242.5            | Reports and review of alleged misconduct                        |
| Ed. Code 44940              | Compulsory leave of absence for certificated persons            |
| Ed. Code 48980              | Parent/Guardian notifications                                   |
| Pen. Code 11164-11174.3     | Child Abuse and Neglect Reporting Act                           |
| <b>Management Resources</b> | <b>Description</b>  |
| Website                     | CSBA District and County Office of Education Legal Services     |
| <b>Cross References</b>     |   |
| <b>Code</b>                 | <b>Description</b>  |
| 4218                        | Dismissal/Suspension/Disciplinary Action                        |
| 4218                        | Dismissal/Suspension/Disciplinary Action                        |
| 4218.1                      | Dismissal/Suspension/Disciplinary Action (Merit System)         |

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**MURRIETA VALLEY USD**  
Murrieta, California