

## STAFF CONDUCT WITH STUDENTS

Code **GBEBB** Issued **9/10**

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Purpose: To establish the board's vision and the basic structure for appropriate staff conduct with students.

The relationship between staff members and students in the school district should be one of cooperation, understanding and mutual respect. All employees have the responsibility to provide an atmosphere conducive to learning, which should be accomplished through effective individual and group discipline. All students and staff members will treat each other with respect.

All employees are expected to exercise good judgment and maintain professional boundaries when interacting with students at all times, both on and off school property.

Differences and problems that arise between an employee and student are typically best worked out by conferences between these two persons or between the employee and the parent/legal guardian of the student. However, employees and students should immediately report a violation or perceived violation of the district's nondiscrimination and anti-harassment policy regardless of whether a conference has been held.

### **Sexual misconduct**

Any behavior of a sexual nature which may constitute professional misconduct and/or is a violation of criminal or civil statutes, professional codes of ethics or board policy, is strictly prohibited. This includes any action or conduct communicated or performed in person, in writing and/or electronically through such means as telephone, email, text messages, instant messages or social networking sites.

No employee may use his/her status as an employee to adversely influence a student of the district. No employee may date, make sexual advances toward or engage in any sexual relationship with a district student, regardless of the student's age, the perceived consensual nature of the relationship, where the advances are made, or whether the employee directly supervises the student. Further, no employee may discuss or plan a future romantic or sexual relationship with a student. All employees possessing evidence of or witnessing such conduct will report it to the appropriate district administrator immediately. After a thorough investigation and depending upon the nature of the charges, the district will take appropriate disciplinary action, up to and including dismissal, and, when warranted, contacting law enforcement officials.

Cf. AC, JB, GBAA, GBEB, GCQF, JI, JLF

Adopted 9/14/10

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Legal references:

#### A. Federal statutes:

1. Title VI of the Civil Rights Act of 1964 - Prohibits discrimination on the basis of race, color, national origin, religion or sex.
2. Title IX of the Education Amendments of 1972, 20 USC Section 1681, et seq. - Prohibits discrimination on the basis of sex.

#### B. S.C. Code of Laws, 1976, as amended:

1. Section 16-3-655 - Criminal sexual conduct with a minor.
2. Section 16-3-800, et seq. - Sexual performance by children.
3. Section 16-3-755 - Sexual battery with a student.