

## **MAINTAINING PROFESSIONAL STAFF/STUDENT BOUNDARIES**

The purpose of this policy is to provide all staff, students, volunteers and community members with information about their role in protecting children from inappropriate conduct by adults. This policy applies to all district 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 North Mason School District Board of Directors expects all district staff to maintain the highest professional standards when they interact with students. District staff are required to maintain an atmosphere conducive to learning by consistently maintaining professional boundaries.

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

The interactions and relationships between district staff and students should 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 district.

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

The Board recognizes that staff may have familial and pre-existing social relationships with parents or guardians and students. Staff members should use appropriate professional judgement 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**

The North Mason School District Board of Directors supports the use of technology to communicate for educational purposes. However, district staff are prohibited from inappropriately communicating with students online or from engaging in any conduct on social networking websites that violates the law, district policies or procedures or other generally recognized professional standards. Staff 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/ designee will develop protocols for reporting and investigating allegations and develop procedures and training to accompany this policy.

Legal References: Title IX of the Education Amendments of 1972

1	Chapter 9A.44, RCW	Sex Offenses
2	Chapter 9A.88, RCW	Indecent Exposure - Prostitution
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4	RCW 28A.400.320	Crimes against children - Mandatory
5		termination of certificated employees -
6		Appeal - Recovery of salary or
7		compensation by district.
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9	RCW 28A.405.470	Crimes against children - Mandatory
10		termination of certificated employees -
11		Appeal - Recovery of salary or
12		compensation by district.
13	RCW 28A.405.475	Termination of certificated employee based
14		on guilty plea or conviction of certain
15		felonies - Notice to superintendent of
16		public instruction - Record of notices.
17	RCW 28A.410.090	Revocation or suspension of certificate or
18		permit to teach - Criminal basis -
19		Complaints - Investigation - Process.
20	RCW 28A.410.095	Violation or noncompliance - Investigatory
21		powers of superintendent of public
22		instruction - Requirements for
23		investigation of alleged sexual
24		misconduct towards a child - Court
25		orders - Contempt - Written findings
26		required.
27	RCW 28A.410.100	Revocation of authority to teach - Hearings
28	Chapter 28A.640, RCW	Sexual Equality
29	Chapter 28A.642, RCW	Discrimination Prohibition
30	Chapter 49.60, RCW	Washington State Law Against
31		Discrimination
32		
33	WAC 181-87	Professional Certification - Acts of
34		Unprofessional Conduct
35	WAC 181-88	Sexual Misconduct, Verbal and Physical
36		Abuse - Mandatory Disclosure -
37		Prohibited Agreements
38		

39 Cross References: 3205 – Sexual Harassment of Students Prohibited  
40 3207 – Prohibition of Harassment, Intimidation and Bullying  
41 3210 – Nondiscrimination  
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43 Management Resources: 2015 – October Issue  
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48 **Adoption Date:** 03/18/10  
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