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
Chapter 9A.44, RCW  
Sex Offenses

Chapter 9A.88, RCW  
Indecent Exposure - Prostitution

RCW 28A.400.320  
Crimes against children - Mandatory termination of certificated 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 49.60, RCW  
Washington State Law Against Discrimination

WAC 181-87  
Professional Certification - Acts of Unprofessional Conduct

WAC 181-88  
Sexual Misconduct, Verbal and Physical Abuse - Mandatory Disclosure - Prohibited Agreements

Cross References:  
3205 – Sexual Harassment of Students Prohibited
3207 – Prohibition of Harassment, Intimidation and Bullying
3210 – Nondiscrimination

Management Resources:  
2015 – October Issue

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