

BOARD POLICY

GAHB

PERSONNEL STAFF/STUDENT RELATIONS

June 17, 2024

Appropriate professional relationships are paramount to the success of our students, and staff members must uphold the highest ethical standards in all interactions with students, specifically maintaining appropriate physical, verbal, emotional, and social boundaries both within and outside of school. Further, staff must understand that even the appearance of inappropriate relationships with students will adversely impact their effectiveness in the school environment, which in turn could result in a formal District investigation and potential disciplinary action. All staff members are encouraged to discuss issues with their site administrator or supervisor whenever they are unsure whether particular conduct may constitute a violation of this policy.

Staff members are prohibited from engaging in any of the following conduct, regardless of whether the conduct occurs on or off school property, or before, during, or after school hours. The following examples of prohibited conduct do not, and are not intended to, constitute an exhaustive list of conduct for which discipline may be imposed:

- (a) Engaging in any romantic or sexual interactions or relationships with students, including dating, flirting, sexual contact, inappropriate physical displays of affection, or sexually suggestive comments between staff and students;
- (b) Fostering, encouraging, or participating in emotionally or socially intimate relationships with students through communication, in-person interaction, or gift-giving;
- (c) Initiating or continuing communications with students for reasons unrelated to any direct educational purpose, including oral or written communication, telephone calls, or electronic communication such as texting, instant messaging, email, chat rooms, social networking apps, webcams, or exchange of photographs;
- (d) Providing alcohol or drugs (regardless of age) to students – either prescription or illegal (except for those provided in accordance with district policy on medication administration); and
- (e) Transporting individual students for any purpose unrelated to a school function or event, when not related to a staff member's job duties, and without the permission of a parent/guardian and administration.

All staff members are directed to consult their supervisor(s), and/or the LPS Human Resources Department, if they require clarification of these requirements as they apply to student relationships.

The District will take appropriate disciplinary action, up to and including dismissal, against any staff member found to have violated this policy in accordance with District policies, regulations, applicable collective bargaining agreements, and state/federal laws. A violation of this policy may also subject staff members to referral for criminal and/or civil sanctions as required by law.