

Prohibited Relations and Interactions and Isolation

Boundary Violations Constituting Serious Misconduct:

A boundary violation that constitutes serious misconduct is an act, omission, or pattern of such behavior by an adult that does not have a legitimate educational purpose; and results in abuse of the staff/ student professional relationship. Boundary violations as defined in this policy will be considered a violation of this policy.

Romantic or Sexual Relationships

School Adults are prohibited from courting or dating, attempting to form or entering into a romantic or sexual relationship with any student, regardless of the student's age. Prohibited romantic or sexual interactions involving students includes, but are not limited to:

- Sexual physical contact;
- Romantic flirtation, propositions, or sexual remarks;
- Sexual slurs, leering, epithets, sexual or derogatory comments;
- Personal comments about a student's body;
- Sexual jokes, banter, innuendo, notes, stories, drawings, gestures or pictures;
- Sexualized texting or 'sexting'
- Spreading sexual or romantic rumors;
- Touching a student's body or clothes in a sexual or intimate way or in a manner that is not age appropriate;
- Restricting a student's freedom of movement in a sexually intimidating or provocative manner;
- Sharing or asking students to share details of one's personal sex life, sexual preferences, fantasies, fetishes, etc.
- Displaying or transmitting sexual objects, pornography, pictures, or depictions to a student; or
- Any type of conduct that would be considered harassment under Board Policy.

On-Site Isolation Boundaries: One-on-One Interactions – Best Practices

School Adults should avoid private one-on-one interactions is possible. In situations where one-on-one interactions are unavoidable, School Adults should observe the following guidelines:

- Conduct one-on-one meetings in a public place or with an open door.
- If meeting in a classroom or office, leave the door open or move to an area that can be easily observed by others passing by. If it's not possible to leave the door open, ensure it is unlocked and the meeting can be visibly observed through a window.
- The District recognizes that various functions performed by certain School Adults, (e.g., counselors, psychologists, therapists, persons assisting students with hygiene care, etc.) necessitate private meetings with students. Such School Adults should exercise professional judgment to determine when it is appropriate to meet with a student in a private setting, consistent with the norms and expectations of that profession.
- Avoid physical interactions.
- When appropriate, consider having a second School Adult present nearby or within hearing distance.

On-Site Behavioral Boundaries: Physical

Physical Interactions

No physical contact is recommended, however, the following are examples, but not an exhaustive list, of appropriate and inappropriate behaviors:

Appropriate Physical Interactions - based on the situation, role and comfort of the student:

- Side hugs; shoulder-to-shoulder hugs
- Pats on the shoulder or back
- Handshakes
- High-fives and hand slapping
- Verbal praise
- Pats on the head when culturally appropriate
- Touching hands, shoulders, and arms
- Arms around shoulders
- Holding hands (with young students in escorting situations)

Inappropriate Physical Interactions - these actions are always inappropriate:

- Kisses
- Showing affection in isolated areas away from others
- School Adult sleeping in a bed with a student
- Allowing students to sit on School Adult's knees/lap.
- Wrestling
- Piggyback rides
- Tickling. *This does not apply to those students who need tickling, light massage or shoulder compressions for sensory issues, when included in their behavior plans or IEPs. When in doubt about whether a particular physical interaction is appropriate, consult with your supervisor.*
- Any form of affection that is unwanted by the student or the School Adult
- Massage given by or to a student
- Touching bottom, chest, or genital areas. *This does not apply to School Adults who are providing assistance to students with self-care or toileting, as needed. When in doubt about whether a particular physical interaction is appropriate, consult with your supervisor.*

On-Site Behavioral Boundaries: Verbal

Verbal Interactions

School Adults are expected to refrain from speaking to students in a way that is objectively harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating. School Adults must not initiate sexually oriented conversations with students or discuss their own sexual activities with or near students.

In cases where students, initiate sexually orientation conversations, the School Adult must interrupt the conversation and counsel the student that it is inappropriate and specifically against school policy for them to engage in any type of sexual conversation with a student.

The following are examples, though not an exhaustive list, of appropriate and inappropriate behaviors:

Appropriate Verbal Interactions - based on the situation, role and comfort of the student:

- Positive reinforcement
- Appropriate jokes
- Encouragement
- Praise

Inappropriate Verbal Interactions - these actions are always inappropriate:

- Name-calling
- Use of pet names or terms of endearment
- Discussing sexual encounters
- Involving students in the personal problems or issues of School Adults
- Secrets
- Cursing
- Off-color or sexual jokes, sexual innuendo
- Shaming
- Belittling
- Derogatory remarks
- Harsh language that may frighten, threaten or humiliate students
- Derogatory remarks about the student or his/her family

Off-Site & Off-Hours Boundaries:

Off-Campus Contact

Many cases of abuse or allegations of abuse occur off campus, before or after School, and during School vacation periods. Contact outside of regularly scheduled School activities and hours may put School Adults, students, and the District at increased risk. In particular, inviting or allowing students to be present in School Adults' homes creates an unacceptably high risk of liability.

Appropriate Outside Contact

- Taking groups of students on an outing, with normal field trip permissions and supervisory protocols in effect
- Attending sporting activities with a group of students, again with appropriate field trip permission forms
- Home visits as required by educational programs and only with a parent/guardian present

Inappropriate Outside Contact:

- Taking any student on an outing without written permission from the parent/guardian - No one-on-one outings are permitted
- Visiting a student(s) in the student's home, without a parent/guardian present
- Entertaining a student or students in the home of a School Adult with or without a parent/guardian or other adult present
- A lone student spending the night with a School Adult
- When outside contact is required, ensure that the following steps are followed:
- Supervisors should identify for School Adults what types of outside contact are appropriate and inappropriate.
- Ensure that School Adults have parent/guardian permission to engage in outside contact with the student and that School administrators are aware of the outside contact.

Student-to-Student Boundaries

General Supervision:

Supervisors and School administrators will regularly visit all School programs occurring throughout the day to ensure that activities are well-managed and that School policies are observed.

There is an increased risk of abuse between students when there is an inherent power differential such as age, size, emotional maturity, developmental stages, etc. Therefore, close line-of-sight supervision will be used when monitoring programs that mix age groups. Locations where mixing age groups typically occurs include:

- Cafeteria
- Recess
- Before and after School
- Locker rooms
- Bus
- Bathrooms
- Student-to-student mentoring programs

All unoccupied areas should be locked when not in use such as classrooms, theaters, labs, locker rooms and storage facilities. Students should never be given keys or access codes allowing them entry without appropriate staff supervision.

Student-to-Student Sexual Abuse and Sexualized Behaviors

In some instances, student-to-student abuse can be preceded by more subtle incidents such as name-calling, taunting, or roughhousing. Interrupting these interactions early and establishing and communicating standards of conduct can keep the School environment safe. The likelihood of escalation increases when there is a difference in age, size, developmental stages and emotional maturity. The District recognizes that the following interactions are high risk and should be prohibited:

- Hazing
- Bullying
- Harassment
- Derogatory name-calling
- Games of Truth or Dare
- Singling out one student for different treatment
- Ridicule or humiliation

Electronics & Social Media Boundaries

As with other forms of communication, when communicating electronically, School Adults shall maintain professional, safe and appropriate boundaries with students. Electronic and other communications with students shall be for legitimate educational purposes only. School Adults shall not maintain personal contact with a student outside of School by phone, letter, electronic communication, or other means (beyond legitimate educational purposes) without including the parent/ guardian and/or School principal.

When available, District provided communication methods shall be used when communicating electronically with students. The use of District email or other District communication devices shall be in accordance with District policies and procedures. School Adults shall not communicate with students, for any reason, through use of a medium that is designed to mask or eliminate all traces or records of the communication e.g.; Snapchat, Calculator%, KeepSafe, Vault.

All electronic communications from coaches and advisors to team or club members shall concern only legitimate education-related interests and shall be sent in a single communication to all participating team or club members, except for communications concerning an individual student's medical or academic privacy matters, in which case the communication will be copied to the School principal.

School Adults shall not follow or accept requests from current students or non-adult former students to be friends or connections on personal social networking sites and shall not create or participate in any networking site for communication with students other than those provided by the District for legitimate educational purposes, without the prior written approval of the School principal.

For everyone's protection, the District stresses transparency in and judicious use of all electronic communications and recommends adherence to the following guidelines:

Appropriate Electronic Communications:

- Sending and replying to text messages from students ONLY when copying the student's parent/guardian and/or the Principal
- Communicating through 'group pages' on Facebook or other designated public forums, however under no circumstances should a School Adult post any items on these public pages that would be seen as derogatory or harassing or that discusses personal information that would be inappropriate for viewing by students. School Adults who post on such sites should immediately contact their supervisor to report any inappropriate postings by students or other School Adults.
- Ensure all personal profiles for School Adults are set to 'Private' and students cannot access. School Adults should be aware that social media sites have been criticized for changing privacy settings to make it increasingly difficult to keep items private.
- Communications for School related work regarding assignments, activities etc. from a School account or from a School adopted platform.

Inappropriate Electronic Communications:

- Harsh, belittling coercive, threatening, intimidating, shaming, derogatory, demeaning or humiliating comments
- Sharing private and personal information about others
- Sexually oriented conversations (explicit and implicit)
- Private messages between School Adults and students from private accounts and/or unrelated to School assignments/activities
- Posting inappropriate comments or pictures
- Taking or posting pictures of students without written parent/guardian consent