

## **Student-Employee Interaction Board Policy**

Article I, Section 28(c) of the California Constitution requires that all students are provided a safe and secure learning environment.

Recognizing that all employees are considered educators, the District expects its educators to act in a manner that reflect professional, moral, and ethical practices within established boundaries.

Additionally, this policy endeavors to:

- Protect employees from prohibited or unauthorized student-employee interactions which may result in false allegations
- Maintain the integrity of the teaching profession and of public education
- Maintain public trust and confidence in the safety of our schools

Therefore, it is the policy of the District that all employees:

1. Communicate and interact with students through any means in a manner that respects the student's right to a safe and secure environment per the California Constitution.
2. Conduct themselves at all times in a manner that adheres to district governing policies.
3. Maintain appropriate boundaries with students that are consistent with their role, duties, responsibilities, and within accepted norms of behavior for educators.
4. Adhere to district governing policies for being alone with a single student on district premises during the normal school day.
5. Obtain written approval in advance from district administrators and student's parents/guardians to meet with students outside of the district premises and/or normal school hours as required by district governing policies.
6. Recognize their individual responsibilities to take immediate action and/or report to an immediate supervisor when they witness, overhear, recognize, or otherwise become cognizant of prohibited or unauthorized student-employee interactions.
7. Recognize their individual responsibilities as mandated reporters apply to school, home, and other environments where a student may be exposed to emotional, physical, and sexual abuse including neglect.
8. Understand that significant consequences for noncompliance may include disciplinary action up to termination and/or legal action.

### **Legal References**

CALIFORNIA CONSTITUTION

Article 1, Section 28(c)

CALIFORNIA CODE OF REGULATIONS

TITLE 5

SECTION 4621

SECTION 4622

SECTION 4900

SECTION 4950

SECTION 4960  
SECTION 4961  
SECTION 4962

PENAL CODE

422.55

11164—Child abuse and Neglect Reporting

11165—Child abuse and Neglect Reporting

11166.5

Policy Adopted: (Date)

SAMPLE