



Athletic/Band/Spirit Booster Clubs Sexual Assault and Molestation Prevention Guidelines & Parent Acknowledgement

Purpose

The purpose of these guidelines is to provide all Boosters, students, volunteers and authorized vendors with information to increase their awareness of their role in protecting children from inappropriate conduct and failure to maintain appropriate boundaries by adults.

The provisions of this policy apply to all Boosters, volunteers (“adults”) relative to their conduct with students in District schools and programs. All Adults are accountable for reporting, or failing to report, violations of this policy immediately

Responsibilities of Athletic/Band/Spirit Booster Club:

- In their capacity as volunteers and chaperones for the Athletic/Band/Spirit Booster Club:
 - Volunteers must adhere to all policies and procedures of the district, their assigned school and the Athletic/Band/Spirit Booster Club.
 - Volunteers must report any suspicion of inappropriate behaviors or suspected abuse by staff, Boosters or students immediately to the principal or administrative designee.
 - All direction vested in volunteers, chaperones and Booster Club officers originates from campus Athletic/Band/Spirit Booster Club directors and principals.
 - Volunteers and chaperones take action under the direction of the campus Athletic/Band/Spirit Booster Club administrators.

Appearances of Impropriety

Adults are expected to be aware of the appearance of impropriety in their own conduct and the conduct of other adults when interacting with students. Even though the intent of the adult may be appropriate and there is a legitimate educational and/or Booster related purpose for the conduct, the following activities can create the appearance of impropriety.

1. Being alone with an individual student out of the view of others;
2. Inviting or allowing individual students to visit the adults home;
3. Remaining on campus with student(s) after the last administrator or parent leaves the school site; and/or
4. Visiting a student's home, unless home visits are a required and expected duty of the adult and a parent/legal guardian is present.

Whenever possible, adults should avoid these situations. If unavoidable, these activities should be preapproved by the appropriate administrator and the student's parent/guardian. If not pre-approved, the adult must report the occurrence to the appropriate administrator, as soon as possible.

Electronic Communications

As with other forms of communication, when communicating electronically, adults shall maintain professional boundaries with students.

1. Electronic and other communications with students shall be for legitimate educational purpose only.
2. Adults shall not maintain personal 1-1 contacts with a student by phone, letter, electronic communications, or other means without including the parent/guardian and/or school principal at all times.
3. Adults should not give out their personal phone numbers to students.
4. Adults shall not exchange digital communication students for any reason through use of a medium that is designed to eliminate all traces or records of the communications (e.g. "Snapchat").
5. 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.

Boundary Violations

A Boundary violation is an act or omission by an adult that does not have a legitimate educational purpose and has the *potential* to abuse the adult/student relationship. Examples of adult conduct that violate adult/student boundaries includes but are not limited to the following:

1. Singling out a particular or student for personal attention and friendship beyond the roles of Booster-student interactions.
2. Encouraging student to confide their personal or family problems and/or relationships. If a student initiates such discussion, adults are expected to refer the student to parent/guardian and/or principal.

3. Addressing students or permitting students to address staff members with personalized term of endearment, pet names or otherwise in an overly familiar manner.
4. Maintaining personal contact with a student outside of school by phone, e-mail, instant messenger or Internet chat rooms, social networking websites, such as Facebook, without including the parent/guardian. This prohibition specifically includes “friending” or “following” students on social media. This also specifically includes the posting of students’ images or other personally identifiable information of students on an adult’s personal website.
5. Exchanging personal gifts, cards or letter with an individual student for which it is directly or implicitly suggested that a student is to say or do something in return.
6. Touching students or initiating inappropriate physical contact.
7. Socializing or spending time with students (including but not limited to activities such as going out for beverages, meal or movies, shopping, traveling and recreational activities and visiting the student’s home) outside of school-sponsored events and without the students’ parent/guardian.

Egregious Misconduct

A boundary violation that constitutes egregious misconduct is an act, omission, or pattern of such behavior by an adult that does not have a legitimate purpose; and results in abuse in the staff/student relationship.

1. Romantic or Sexual Relationships

Adults are prohibited from dating, courting, or entering into or attempting to form a romantic or sexual relationship with any student, regardless of the student’s age. Prohibited romantic or sexual interaction involving students includes, but is 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;
- 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;
- Displaying or transmitting sexual objects, pornography, pictures, or depictions to a student;
or
- Any types of conduct that would be considered harassment under Board Policy.

2. Social and Other Interactions

Adults are prohibited from engaging in social and other interactions with students without parents/guardians or district staff within the vicinity. Prohibited social and other interaction involving students includes, but is not limited to:

- Sending or accompanying students on personal errands unrelated to any legitimate educational purpose;
- Furnishing alcohol; drugs or tobacco to a student, or being present where any student is consuming these substances;
- Disclosing personal, family, employment concerns or other private matters to one or more students;
- Unnecessarily invading a student's privacy (e.g. walking in on the student in the bathroom);
- Giving a student a ride alone in a vehicle in a non-emergency situation without prior notification to and/or approval from the students' parents/guardians.
- Engaging in harassing or discriminatory conduct prohibited by other district policies or by state or federal law and regulations; or
- Making threats of harm to any person to ensure student silence on any issue.

Exceptions

There may be circumstances where there is an appropriate pre-existing personal relationship between an adult and a student's family that exists independently of the adult's volunteer position with the District (e.g., when their children are friends). This policy is not intended to interfere with such relationships or to limit activities that are normally consistent with such relationships. Adults are strongly encouraged to maintain professional boundaries appropriate to the nature of the activity and communicate with the students' parent for all planning and interactions.

Duty to Report

An Adult or Student who observe or has knowledge of an Adult's violation of this policy shall immediately report the information to the principal. If the principal is the subject of the report, or unavailable, the adult will report instead directly to the district Title IX Coordinator or Human Resources Department.

When an Adult observes conduct by another Adult that creates a *reasonable suspicion* of child abuse (including sexual abuse), the Adult shall report the conduct to Department of Social Services and/or local police/sheriff's department in accordance with state law and District policy.

Disciplinary Action

A volunteer or employee who violates this policy may be prohibited from volunteering, working or serving in District schools and programs for an appropriate period of time or permanently, as determined by the Superintendent or designee.

Confidentiality and Retaliation

The District prohibits retaliation against anyone who files a complaint under this policy. Any employee or volunteer who retaliates against any such complainant, reporter, or other participant in the District's complaint process shall be subject to discipline.

Reporting Adults are required to maintain confidentiality.

Confidentiality protects both the student(s) and the adult who is the subject of the report. Failure to maintain confidentiality may impede the investigation and foster untrue and potentially harmful rumor. Nothing in this policy shall prevent any represented employee from consulting with his/her exclusive representative.