Operating Procedure No. 5253P

Human Resources

MAINTAINING PROFESSIONAL STAFF/STUDENT BOUNDARIES PROCEDURE

In a professional staff/student relationship, staff maintain boundaries that are consistent with the legal and ethical duty of care that personnel have for students. A boundary invasion is an act or omission by a staff member that violates professional staff/student boundaries and has the potential to abuse the staff/student relationship.

An inappropriate boundary invasion means an act, omission, or pattern of such behavior by a staff member that does not have an educational purpose and results in abuse of the staff/student professional relationship.

Examples of possible inappropriate boundary invasions by staff members include, but are not limited to, the following:

1. Any type of inappropriate physical contact with a student or any other conduct that might be considered harassment under the district’s policy on Prevention of Harassment Intimidation and Bullying (Policy 1020); Nondiscrimination and Affirmative Action (Policy 1000); Title IX of the Education Amendments of 1972 (Title IX); the Washington State Law Against Discrimination (Chapter 49.60 RCW); or that constitutes misconduct under RCW 28A.640 and .642 or WAC 181-88-060; or any conduct that would constitute a violation of Chapter 9A.44 or 9A.88 RCW.
2. Showing pornography to a student;
3. Singling out a particular student or students for personal attention and friendship beyond the professional staff/student relationship;
4. Socializing where students are consuming alcohol, drugs or tobacco;
5. For non-guidance/counseling staff, encouraging students to confide their personal or family problems and/or relationships. If a student initiates such discussions, staff members are expected to refer the student to appropriate guidance/counseling staff. In either case, staff involvement should be limited to a direct connection to the student’s school performance;
6. Sending students on personal errands unrelated to any educational purpose;
7. Banter, allusions, jokes or innuendos of a sexual nature with students;
8. Disclosing personal, sexual, family, employment concerns or other private matters to one or more students;
9. Addressing students or permitting students to address staff members with personalized terms of endearment, pet names or otherwise in an overly familiar manner;
10. Maintaining personal contact with a student outside of school by phone, e-mail, instant messenger or Internet chat rooms, social networking websites and/or electronic applications, or correspondence beyond homework or other legitimate school business without including the building administrator/supervisor and parent/guardian;
11. Exchanging personal gifts, cards or correspondence with an individual student;
12. Socializing or spending time with students (including but not limited to activities such as going out for beverages, meals or movies, shopping, traveling and recreational activities) outside of school-sponsored events, except as participants in organized community activities;
13. Giving a student a ride - alone in a vehicle in a non-emergency situation;
14. Unnecessarily invading a student’s privacy (e.g. walking in on the student in the bathroom);
15. Soliciting phone, email, text messages or other forms of written or electronic communication to students without building administrator/supervisor and parent permission when the communication is unrelated to school work or other legitimate school business; or
16. Any other conduct that fails to maintain professional staff/student boundaries.

**Appearances of Impropriety**

The following activities are boundary invasions and can create an actual impropriety or the appearance of impropriety. Whenever possible, staff should avoid these situations. If unavoidable these activities should be pre-approved by the appropriate administrator. If not pre-approved, the staff member must report the occurrence to the appropriate administrator as soon as possible.

1. Being alone with an individual student out of the view of others;
2. Inviting or allowing individual students to visit the staff member’s home;
3. Visiting a student’s home; or
4. Sending or soliciting email, text messages or other electronic communications to the student, even when the communication relates to school business, except where the parent or guardian and building administrator/supervisor has consented to such communications and receives a copy of the communication Staff should use school email addresses and phone numbers and the parent/guardian phone numbers for communications with students, except in emergency situations.

**Reporting Violations**

Students and their parents/guardians are strongly encouraged to notify the principal or other administrator if they believe a staff member may be engaging in conduct that violates this policy or procedure.

Staff members are required to promptly notify the supervisor of the employee or volunteer suspected of engaging in inappropriate conduct that violates this policy or procedure.

The administrator to whom a boundary invasion concern is reported shall document, in writing, the concern, contact the Human Resources Administrator and provide a copy of the documentation to the Human Resources Administrator. The Human Resources Administrator may initiate an internal or external investigation.

**Reporting Sexual Abuse**

All personnel who have reasonable cause to believe that a student has experienced sexual abuse by a staff member, volunteer or district employee are required to make a report to Child Protective Services or law enforcement pursuant to PSESD Policy and [Procedure No. 3421, Child Abuse, Neglect and Exploitation Prevention](http://www.boarddocs.com/wa/wssda/Board.nsf/goto?open&id=8U6VHP8099CA), and [Chapter 26.44](http://apps.leg.wa.gov/rcw/default.aspx?cite=26.44) RCW. Reporting suspected abuse to the principal or other administrator does not relieve personnel from their reporting responsibilities and timelines.

**Disciplinary Action**

Staff violations of this policy may result in disciplinary action up to and including termination. For certificated staff, a violation may also be reported to the state Office of Professional Practices.

**Training**

All new employees and volunteers will receive training on appropriate staff/student boundaries during orientation. Staff will receive training every three years. Annually staff will receive notice of the district’s reporting procedures.