

**EMPLOYEE-STUDENT RELATIONS**

Staff members are expected to use good judgment in their relationships with students both inside and outside of the school context including, but not limited to, the following guidelines.

1. Staff members shall not make derogatory comments to students regarding the school and/or its staff.
2. The exchange of purchased gifts between staff members and students is discouraged. This Policy is not intended to include class gifts and/or token gifts.
3. Staff members shall not associate with students in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol or drugs.
4. Dating between staff members and students is prohibited.
5. Staff members shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.
6. Staff members shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
7. Staff members shall not send students on personal errands.
8. Staff members shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.
9. Staff members shall not attempt to assess, diagnose or treat a student's personal problem relating to sexual behavior, substance abuse, mental or physical health and/or family relationships but, instead, should refer the student to the appropriate school employee or agency for assistance.
10. Staff members shall not disclose information concerning a student, other than directory information, to any person not authorized to receive such information. This includes, but is not limited to, information concerning assessments, ability scores, grades, behavior, mental or physical health and/or family background.
11. Staff members shall not threaten physical harm to students.
12. Staff members shall not be alone in a room with a student with a door closed, a locked door, or with the lights off unless there is an uncovered window in the door that makes the space visible from the outside.

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Staff members who violate this policy may face disciplinary measures, up to and including termination, consistent with state law and applicable provisions of a collective bargaining agreement.

Any employee who witnesses or learns of any of the above behaviors shall report it to the building principal or Superintendent immediately.

Law Reference:

Appendix Reference:

Date Adopted: December 11, 2006

Last Review/Revision Date: June 6, 2016