

SANBORN REGIONAL SCHOOL DISTRICT

SRSD File: GBEBB

EMPLOYEE-STUDENT RELATIONS

Statement of Purpose

The purpose of this policy is to set forth the guidelines for Employee-Student Relations.

Statement of Policy

Although it is desired that staff members have a sincere interest in students as individuals, partiality and the appearance of impropriety must be avoided. 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. (Not necessarily in order of importance.)

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.
3. Staff members shall not fraternize, written or verbally, with students except on matters that pertain to school-related issues.
4. 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.
5. Dating between staff members and students is prohibited.
6. Staff members shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.
7. Staff members shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
8. Staff members shall not send students on personal errands.

9. Staff members shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.
10. Staff members shall not attempt to counsel, 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 individual or agency for assistance.
11. 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.
12. Staff members shall not be alone with a student in a windowless room with the door closed, the locked door, or with the lights off.
13. Staff members shall not socialize with students outside of school on social media websites and personal email.

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

Policy History:

Adopted: December 20, 2006

Revised: March 18, 2011

Revised: January 8, 2020