

Maintaining Professional Boundaries

The purpose of this policy is to provide all employees, students, volunteers and community members with information to increase their awareness of their role in protecting children from inappropriate conduct by adults.

The board expects all employees to maintain the highest professional, moral and ethical standards in their interaction with students. Employees are required to maintain an atmosphere conducive to learning, through consistently and fairly applied discipline and established and maintained professional boundaries.

The interactions and relationships between employees and students should be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students in and outside of the educational setting, and consistency with the educational mission of the schools.

Employees will not intrude on a student's physical and emotional boundaries unless the intrusion is necessary to serve an educational or physical, mental and/or emotional health purpose. An educational purpose is one that relates to the employee's duties in the district. Additionally, employees are expected to be sensitive to the appearance of impropriety in their own conduct and the conduct of other employees when interacting with students. Employees will discuss issues with their building administrator or supervisor whenever they suspect or are unsure whether conduct is inappropriate or constitutes a violation of this policy.

The board supports the use of technology to communicate for educational purposes. However, district employees are prohibited from inappropriate online socializing or from engaging in any conduct on social networking Web sites that violates the law, district policies or other generally recognized professional standards. Employees whose conduct violates this policy may face discipline and/or termination, consistent with the district's policies, acceptable use agreement and collective bargaining agreements, as applicable.

The superintendent or designee will develop employee protocols for reporting and investigating allegations and develop procedures and training to accompany this policy.

| | | |
|-------------------|-----------------|--|
| Legal References: | RCW 28A.400.320 | Crimes against children |
| | 28A.405.470 | Crimes against children - Mandatory termination of certificated employees — Appeal — Recovery of salary or compensation by district |
| | 28A.405.475 | Termination of certificated employee based on guilty plea or conviction of certain felonies — Notice to superintendent of public instruction - Record of notices |
| | 28A.410.090 | Revocation or suspension of certificate or permit to teach — Criminal basis — Complaints — Investigation - Process |
| | 28A.410.095 | Violation or noncompliance — Investigatory powers of |

| | |
|--------------------|--|
| 28A.410.100 | superintendent of public instruction — Requirements for investigation of alleged sexual misconduct towards a child — Court orders — Contempt — Written findings required Revocation of authority to teach — Hearings |
| Chapter 181-87 WAC | Professional Certification — Acts of Unprofessional Conduct |
| 181-88 | Sexual Misconduct, Verbal and Physical Abuse - Mandatory Disclosure — Prohibited Agreements |