

STAFF CONDUCT WITH STUDENTS

The Evansville Community School District Board of Education expects all staff members, including teachers, coaches, counselors, administrators, board members, support staff and others, to maintain the highest professional, moral and ethical standards in their conduct with students. For the purposes of this policy, staff members also include school volunteers.

All District staff are expected to accept responsibility for their conduct, and to understand that their conduct may be regarded as representative of the District, and that even off-duty conduct may adversely affect the abilities of a staff member to effectively perform his/her job duties. Staff is expected to abide by a professional standard of conduct and model good citizenship for students, parents, and the community.

The interactions and relationships between staff members and students should be based upon mutual respect and trust; an understanding of the appropriate boundaries between adults and students in an educational setting; and consistent with the educational mission of the schools. Even if a student participates willingly in an activity, prohibited interactions between staff and students (regardless of the student's age) are a violation of this policy.

Specifically, the District expects that its staff maintain appropriate professional relationships with students in particular, and any youth in general, and be sensitive to the appearance of impropriety in their conduct with students. Staff members are encouraged to discuss issues with their building administrator or supervisor whenever they are unsure whether particular conduct may constitute a violation of this policy.

Prohibited Conduct

Examples of unacceptable conduct by staff members that are expressly prohibited include but are not limited to the following:

1. Harassing a student by any type of sexual or inappropriate physical contact or any other conduct that might be considered harassment under the Board's policy on Prohibition of Student Discrimination and Harassment.
2. Assessing, diagnosing or treating a student's personal problems relating to sexual behavior, substance abuse, mental or physical health and/or family relationships. Students should be referred to the appropriate staff member or agency for assistance. This does not prevent students from bringing personal problems to the attention of a staff member.
3. Sexually suggestive behavior, including, but not limited to jokes, sexual banter, allusions, flirting or innuendos with students, in any form, including social media.
4. Dating between staff members and currently enrolled students.
5. Taking a student off premises without specific, written permission except in an emergency or as a regular expectation of their job responsibilities such as co-op students, transition students, etc.
6. Disclosing a staff member's personal, sexual, family, employment concerns, or other private matters to one or more students.

Before sharing personal contact information, or maintaining personal contact with a student by telephone, e-mail, internet chat rooms, or any other written or electronic media (beyond homework or other legitimate school business), staff members will review the activity with their building principal or supervisor and communicate with parents, as appropriate.

Reporting Violations

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

Disciplinary Action

Staff violations of this policy shall result in disciplinary action. The standards and expectations which are stated herein are not exclusive, and may be expanded or updated at the discretion of the Board. Violations involving sexual or other abuse will also result in referral to the Department of Human Services and/or law enforcement in accordance with Board policy.

Notification

Notification of this policy shall be made by inclusion in all employee, student and volunteer handbooks.

Legal Ref.: Sections 115.31-License or Permit Revocation; Reports; Investigation; Wisconsin Statutes

120.12(2) School Board Duties

120.13(1) School Board Powers

948.095 Sexual Assault of a Child by a School Staff Person or a Person Who Works or Volunteers With Children

Title IX of the Education Amendment of 1972

Title IX regulations, 34 C.F.R. Part 106

Title VII of the Civil Rights Act of 1964

Wis. Stat. §§ 111.31-111.395

Local Ref.: Policy #363.2/554 - Acceptable Use and Internet Safety Policy for Students, Staff and Guests

Policy #411 - Equal Educational Opportunities

Policy #411.1 – Prohibition of Student Discrimination and Harassment

Policy #411.1 Form – Discrimination or Harassment Complaint Form

Policy #411.1 Rule – Student Discrimination Complaint Procedures

Policy #454 - Reporting Child Abuse and Neglect

Policy #522 - Staff Conduct