



**STAFF-STUDENT RELATIONS**

Employees shall create and maintain an atmosphere conducive to learning. Employees are expected to use appropriate discipline, free from bullying, violence or physical intimidation.

All District personnel shall recognize and respect the rights of students, as established by local, state, federal law, and by Board policies. As such, employees must, at all times, maintain a professional relationship and exhibit a professional demeanor in their interactions with students. Furthermore, employees shall refrain from engaging in any verbal or physical conduct of a sexual nature directed toward a student, including, but not limited to, sexual advances, activities involving sexual innuendo, or requests for sexual favors or sexually-explicit language or conversation. Employees shall not form inappropriate social or romantic relationships with students, regardless of whether or not the student is 18 years old. Employees must not use profane or obscene language or gestures in the workplace, whether or not students are present.

Cross Reference(s): Policy 512, Employee Harassment and Bullying  
Policy 522, Staff Conduct  
Policy 522.7, Staff Use of the Internet/Electronic Media  
Employee Handbook: Part I, Applicable to All Staff  
Section 2.28, Personnel-Student Relations  
Section 2.41, Violence/Bullying in the  
Workplace

Adopted: January 2012