

STAFF CONDUCT WITH STUDENTS

The Wells-Ogunquit C.S.D. School Committee expects all staff members, including teachers, coaches, counselors, administrators and others, to maintain the highest professional, moral, and ethical standards in their conduct with students. Staff members also include school volunteers.

Interactions and relationships between staff members and students will 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 District.

Prohibited Conduct

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

- Any type of sexual or inappropriate physical contact with students or any other conduct that might be considered harassment under the School Committees' policy on Harassment and Sexual Harassment of Students;
- Singling out a particular student or students for personal attention and friendship beyond the normal teacher/student relationship;
- If a student initiates a discussion about his/her personal or family problems and/or relationships, staff members are expected to be supportive but to refer the student to appropriate guidance/counseling staff. Staff involvement should be limited to a direct connection to the student's school performance;
- Sexual banter, allusions, jokes, or innuendos with students;
- Asking or encouraging students to keep specific information or incidents from their parents; and
- Confiding in a student about your personal, family, and/or work issues.

Staff members are expected to be sensitive to the appearance of impropriety in their conduct with students (See Employee Handbook). Staff members are expected to discuss issues with their building administrator or supervisor whenever they are unsure whether particular conduct may constitute a violation of this policy.

Reporting Violations

Students and/or their parent(s)/guardian(s) are strongly encouraged to notify the principal (or other appropriate administrator) if they believe a teacher or other staff member may be engaging in conduct that violates this policy.

Staff members are required to notify promptly the appropriate building administrator or superintendent if they become aware of a situation that may constitute a violation of this policy.

Disciplinary Action

Staff violations of this policy may result in disciplinary action up to and including dismissal. Violations involving sexual or other abuse will also result in referral to the Department of Human Services and/or law enforcement.

Policy Dissemination

This policy shall be included in all employee, student, and volunteer handbooks.