## 

member s abilit to serve in those roles however staff members are strongl encouraged to maintain professional boundaries appropriate to the nature of the B a P P a C S a a S

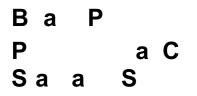
- Discussing writing te ting transmitting and or displa ing material to students about se ual topics unrelated to curriculum or a legitimate educational purpose
- Banter allusions jokes\_ or innuendos of a se ual nature with students
- Permitting students to engage in behaviors with staff that invade appropriate ph sical boundaries *e.g* allowing students to give shoulder massages to staff or allowing students to sit on a staff member s lap <u>-</u>

Singling out a particular student or students for favoritism special privileges or e changing of gifts be ond the emplo ee student relationship

Disclosing intimate or se ual matters to a student unless necessar to serve a legitimate educational purpose or a student ph sical mental and or emotional health purpose

Bbull ing or other violations of the PPS Anti Harassment Polic P

<u>Ffavoring a student</u> when its purpose is to meet the staff s personal needs rather than the student s needs\_-



serve an <u>legitimate</u> educational <u>purpose</u> or <u>a student</u> ph sical mental and or emotional health purpose\_ and well being of the student

Telling a student to keep something secret from other adults

Addressing students

staff are prohibited from communicating <u>ma\_communicate</u> with current s udents through social media directl or through private messaging tools v ithout both written District approval and parental notice. Likewisewhen communicating for professional purposes with other staff or communit members. District staff must use their PPS provided email

## B a P P a C S a a S

practice to let others know when and where meetings with a student will occur\_e.g., giving notice of when students can come in for additional help-

Pe onal comm nica ion i h den -

While cConnecting with students and building rapport is an important component to the staff student relationship <u>and</u> staff should promote health relationships with all students

We recognie that forming a relationship with students is an important aspect of

Coaches chaperones and other staff should take care when transporting students to athletic events and other e tracurricular activities Staff members need



not feel comfortable discussing the situation with those individuals <u>he shethe</u> ma bring it to the attention of the Chief of Human Resources If the alleged behavior deals with harassment intimidation or bull ing the process in Polic No <u>P</u> should be followed The <u>dDistr</u> ct will investigate all complaints

An staff member District emplo ee who has reasonable cause to believe that another staff member has engaged in se ual conduct as defined b Administrative Directive Prohibition Against Emplo ee Child Abuse and Se ual Conduct with Students AD or se ual abuse as defined b statute shall immediatel report this behavior to their school compliance officer and to the District Title IX



Staff members The are neither permitted nor responsible for<br/>investigating whether the conduct is inappropriate<br/>Staff members The are required to maintain confidentialit and<br/>Staff members The must directl notif a supervisor of the conductConfidentialit<br/>subject of the report<br/>Failure to maintain confidentialit<br/>maintain confidentialitand<br/>members the<br/>must directl<br/>must directl