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member's ability to serve in those roles however staff members are strongly encouraged to maintain professional boundaries appropriate to the nature of the

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— Discussing writing telling transmitting and or displaying material to students about sexual topics unrelated to curriculum or a legitimate educational purpose

— Banter allusions jokes or innuendos of a sexual nature with students

— Permitting students to engage in behaviors with staff that invade appropriate physical boundaries e.g. allowing students to give shoulder massages to staff or allowing students to sit on a staff member's lap -

— Singling out a particular student or students for favoritism special privileges or exchanging of gifts beyond the employee student relationship

— Disclosing intimate or sexual matters to a student unless necessary to serve a legitimate educational purpose or a student physical mental and or emotional health purpose

Bullying or other violations of the PPS Anti Harassment Policy

Favoring a student when its purpose is to meet the staff's personal needs rather than the student's needs -

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~~serve an legitimate educational purpose or a student 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

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~~staff are prohibited from communicating ma communicate with current students through social media directl or through private messaging tools without both written District approval and parental notice Likewise when communicating for professional purposes with other staff or communit members District staff must use their PPS provided email~~

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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~~

Personal communication with students

~~While~~ Connecting with students and building rapport is an important component to the staff student relationship and staff should promote health relationships with all students

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

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

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not feel comfortable discussing the situation with those individuals ~~he she the~~
ma bring it to the attention of the Chief of Human Resources. If the alleged
behavior deals with harassment, intimidation, or bullying, the process in Policy No.
p should be followed. The District will investigate all complaints.

An ~~staff member~~ District employee who has reasonable cause to believe that
another staff member has engaged in sexual conduct as defined by Administrative
Directive Prohibition Against Employee Child Abuse and Sexual Conduct with
Students AD or sexual abuse as defined by statute shall immediately report this
behavior to their school compliance officer and to the District Title IX

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~~Staff members~~ The are neither permitted nor responsible for investigating whether the conduct is inappropriate
~~Staff members~~ The are required to maintain confidentiality and
~~Staff members~~ The must directly notify a supervisor of the conduct
Confidentiality protects both the student's and the staff member who is the subject of the report. Failure to maintain confidentiality may impede the