

Employee Interaction with Students

District employees and other non-District employees/volunteers providing services to the District are expected to maintain appropriate professional boundaries.

Behaviors that may be misconstrued and/or inappropriate include but are not limited to:

- Singling out students for favors
- Spending a majority of time with one student or a single group of students unless specifically part of one's work assignment
- Overly personal communications i.e. text messages, social media posts, emails, direct messaging
- Being alone with a student for non-educational purposes
- Giving gifts or money to individual or groups of students that could be perceived as favoritism or special treatment
- Touching students frequently
- Inappropriate physical contact
- Communicating personal, intimate or sexual, or otherwise inappropriate situations with students
- Inviting current CRCSD students to one's home for social purposes
- Commenting on students' bodies in a sexual manner
- Making sexist comments
- Meeting students during out-of-school hours and away from school grounds
- Teasing that is flirtatious or has the potential to demean a student
- Sending notes, letters, or electronic communications i.e. e-mails or texts, social media posts, direct messages to students unless an administrator, and parents as appropriate, is copied on the communication
- Transporting student(s) unless authorized by an administrator

If an employee encounters any inappropriate behavior or any other behavior that is concerning, it is the employee's responsibility to notify their immediate supervisor or the Human Resource Department. Failure to abide by these expectations may result in discipline up to and including termination.

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