

**WHITE RIVER SCHOOL DISTRICT #416
BOARD POLICY**

No. 5253

5000 PERSONNEL

Employment Practices

**5253 – Maintaining Professional Staff/Student
Boundaries**

This policy provides all staff, students, volunteers and community members with information about their role in protecting children from inappropriate conduct by adults. This policy applies to all district staff and volunteers. For purposes of this policy and its procedures, the terms “district staff,” “staff members(s),” and “staff” also include volunteers.

General Standards

The White River School District board of directors expects all district staff to maintain the highest professional standards when they interact with students. District staff are required to maintain an atmosphere conducive to learning by consistently maintaining professional boundaries.

Professional staff/student boundaries are consistent with the legal and ethical duty of care that district employees have for students.

The interactions and relationships between district staff and students should be based upon mutual respect and trust, and commitment to the professional boundaries between adults and students in and outside of the educational setting, and consistent with the educational mission of the district.

District staff will not intrude on a student’s physical and emotional boundaries unless the intrusion is necessary to serve an educational purpose. An educational purpose is one that relates to the staff member’s duties in the district. Inappropriate boundary invasions can take various forms. Any type of sexual misconduct with a student is an inappropriate boundary invasion.

Additionally, staff members are expected to be sensitive to the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members will notify and discuss issues with their building administrator or supervisor whenever they suspect or are unsure whether their own or another staff member’s conduct is inappropriate or constitutes a violation of this policy.

The board recognizes that staff may have familial and pre-existing social relationships with parents or guardians and students. Staff members should use appropriate professional judgment when they have a dual relationship to students to avoid violating this policy, the appearance of impropriety, and the appearance of favoritism. Staff

members shall pro-actively discuss these circumstances with their building administrator or supervisor.

The White River School District board of directors supports the use of technology to communicate for educational purposes. However, when the communication is unrelated to school work or other legitimate school business district staff are prohibited from communicating with students by phone, e-mail, text, instant messenger, or other forms of electronic or written communication. District staff are prohibited from engaging in any conduct on social networking websites that violates the law, district policies or procedures or other generally recognized professional standards. This prohibition includes prohibiting staff from “friending” and/or “following” students on social media.

Staff whose conduct violates this policy may face discipline and/or termination, consistent with the district’s policies, acceptable use agreement and collective bargaining agreements, as applicable.

The superintendent or designee will develop staff protocols for reporting and investigating allegations and develop procedures and training to accompany this policy.

Cross References:	3205	Sexual Harassment of Students Prohibited
	3207	Prohibition of Harassment, Intimidation, and Bullying
	3210	Nondiscrimination
	3421	Child Abuse, Neglect, and Exploitation Prevention

Legal References:	Title IX of the Education Amendments of 1972	
	Chapter 9A.44, RCW – Sex offenses	
	Chapter 9A.88, RCW – Indecent exposure - Prostitution	
	RCW 28A.400.320	Crimes against children - Mandatory termination of certificated employees - Appeal - Recovery of salary or compensation by district.
	RCW 28A.405.470	Crimes against children – Mandatory termination of classified employees – Appeal – Recovery of salary or compensation by district
	RCW 28A.405.475	Termination of certificated employee based on guilty plea or conviction of certain felonies - Notice to superintendent of public instruction - Record of notices.
	RCW 28A.410.090	Revocation or suspension of certificate or permit to teach - Criminal basis - Complaints - Investigation - Process.
	RCW 28A.410.095	Violation or noncompliance - Investigatory powers of superintendent of public instruction - Requirements for investigation of alleged sexual misconduct towards a child - Court orders - Contempt - Written findings required.
	RCW 28A.410.100	Revocation of authority to teach - Hearings.

Chapter 28A.640, RCW
Chapter 28A.642, RCW
Chapter 49.60, RCW

WAC 181-87

WAC 181-88

Sexual Equality
Discrimination Prohibition
Washington State Law Against
Discrimination
Professional Certification - Acts of
Unprofessional Conduct
Definitions of sexual misconduct, verbal and
physical abuse - mandatory disclosure -
prohibited agreements

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