

Mesa County Valley School District 51

GBEB-R (2)

Professional Boundaries

Related: GBEB, GBEB-R

First Reading: December 13, 2011

Adopted: January 24, 2012

Page 1 of 1

All employees having contact with students are expected to observe and maintain proper professional boundaries. Employees that do not maintain reasonable standards of professional behavior in their relationships or interactions with students, or that engage in conduct or behavior toward or with a student that fosters, promotes, or evidences an inappropriate or unprofessional personal relationship with a student or creates the appearance of such an inappropriate or unprofessional relationship, shall be subject to discipline or dismissal for violation of professional boundaries. In determining whether a violation of such boundaries has occurred, the administration shall consider the totality of the circumstances, including the nature and extent of the conduct involved, the job description and duties of the employee, the employee's intent or purpose in engaging in the conduct, and whether the conduct caused harm to the student, or adversely affected the education of students. The following non-exclusive list provides examples of the conduct and behavior that, in the absence of evidence of a legitimate educational purpose or other exculpatory circumstance, may be regarded as evidence that an employee has violated professional boundaries that employees are expected to maintain with a student:

- Showing or providing literature, materials or objects of an intimate or sexual nature to a student, whether in person or through electronic communications devices or services, that are not related to a specific curriculum.
- Discussing with a student sexual topics that are not related to a specific curriculum, or showing pornographic material to the student.
- Telling sexual jokes to a student, or conversing with sexual innuendo and banter.
- Intentionally invading a student's privacy (e.g., walking in on the student in a restroom or locker-room, or asking about bra sizes, previous sexual experiences, etc.).
- Excessive non-disciplinary physical contact with a specific student, including hugging or touching, that is initiated by the employee and not welcomed or needed by the student.
- Taking an undue or obsessive personal interest in a student, or devoting excessive and unnecessary attention to a student.
- Sharing or confiding details regarding the employee's personal or private matters or problems that would normally be discussed with adults (e.g., marital problems).
- Initiating or extending contact with a student beyond the school day for personal purposes.
- Encouraging a student to withhold information from parents/guardians or other adults, or to keep or share secrets or confidences with the employee.
- Favoring a student with gifts, money, special privileges or invitations not extended to other students, or ignoring misconduct that is not tolerated from other students.
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent/guardian or school administrator.
- Inviting or taking a student on a non-school related outing without obtaining prior express permission of the student's parent/guardian or school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent/guardian and school administrator.
- Going to the student's home when the student's parent/guardian or a proper chaperone is not present.
- Using e-mail, text messaging, or instant messaging to communicate with a student regarding matters not pertaining to the student's homework, class activity, school club, or other school-sponsored activities or to communicate with a student regarding non-school activities without the prior knowledge or consent of the student's parent/guardian.
- Establishing, using, sending, seeking or allowing access to or exchange of instant messages, text messages, email messages from non-District e-mail or twitter accounts or non-District email addresses, or other non-District electronic communications to or with a student without the prior knowledge and consent of the student's parent/guardian, including, but not limited to, seeking or establishing communications on or through social networking websites for which the District restricts or eliminates student access.