

BROOKLIN SCHOOL COMMITTEE

POLICY NUMBER: 7.09

Adopted: 06/10/03

Revised: 01/12/10, 12/11/18

STAFF CONDUCT WITH STUDENTS

1. The School Committee requires that its members and all staff members, including administrators, teachers, support staff, coaches, and counselors maintain the highest professional, moral and ethical standards in their conduct with students. For the purposes of this policy, staff members also include school volunteers.
2. The interactions and relationships between staff members and students should be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students in an educational setting, and consistent with the educational mission of the school. In any personal discussion with a student, staff members should avail themselves of guidance/counseling staff if appropriate.
3. Prohibited Conduct
Examples of unacceptable conduct by staff members that are expressly prohibited include but are not limited to the following:
 - A. Any behavior that is illegal according to state or federal law.
 - B. Any type of sexual or inappropriate physical contact with students or any other conduct that might be considered harassment under the School's Committee's Harassment policies;
 - C. Singling out a particular student or students for personal attention and friendship beyond the normal staff-student relationship;
 - D. Sexual banter, allusions, jokes or innuendos with students;
 - E. Confiding in a student about the staff member's personal, family, and/or work issues beyond the use of life experiences as teaching models that would be appropriate for all students; and
 - F. Bullying or humiliating disciplinary measures designed to modify student behavior.
4. Staff members may not engage in the following activities except within the reasonable and professional boundaries outlined in paragraphs one and two.
 - A. Maintaining contact with a student outside of school through personal visits, telephone, e-mail, electronic social networking or letters (beyond homework or other legitimate school business);

- B. Exchanging personal gifts; and
 - C. Transportation in personal vehicles.
5. Staff members shall be sensitive to the appearance of impropriety in their conduct with students. Staff members are encouraged to discuss issues with the Principal whenever they are unsure whether particular conduct may constitute a violation of this policy or appear improper.
6. Reporting Violations
- A. Student(s) and/or their parents/guardians are encouraged to notify the Principal or Superintendent if they believe a staff member may be engaging in questionable conduct that violates this policy.
 - B. Staff members are required to notify promptly the Principal or Superintendent if they become aware of a situation that may constitute a violation of this policy.
7. Disciplinary Action
- Staff violations of this policy may result in disciplinary action up to and including possible dismissal. Violations involving sexual or other abuse will also result in referral to the Department of Human Services and/or law enforcement in accordance with state law and regulations on reporting child abuse and neglect.
8. School volunteers shall review this policy and sign a form indicating that the volunteer has agreed to abide by this policy.

References: Title 22 MSRS §4011