

EMPLOYEE/VOLUNTEER-STUDENT RELATIONS POLICY- GBEBB

First Reading: July 17, 2024

Adopted: July 17, 2024

Philosophy

The relationship between school employees, volunteers, and students of the Trinity Academy for the Performing Arts (TAPA) should be one of cooperation, understanding, and mutual respect. School employees are not just authority figures, but mentors, coaches, guides, and role models in the learning process.

Purpose

The policy establishes the appropriate behavior TAPA expects of its employees, volunteers and of its students as it relates to their interactions.

Policy

Employees and Volunteers

All employees and volunteers of the Trinity Academy for the Performing Arts (TAPA) shall interact with students in a manner that shows dignity and respect, and maintains patterns of behavior consistent with TAPA standards and acceptable professional conduct.

The TAPA employees and volunteers shall comply with the following standards of behavior:

1. TAPA employees and volunteers shall treat each individual with respect and courtesy.
2. TAPA employees and volunteers shall respect the rights of all students.
3. TAPA employees and volunteers shall not use insults or sarcasm as a way of forcing compliance with requirements or expectations.
4. TAPA employees and volunteers shall be impartial in their formal or informal interactions with students. Excessive formal or informal interactions with a student may give the appearance of partiality and excessive personal involvement.
5. TAPA employees and volunteers shall not engage in a personal relationship with a

student that includes dating, courtship, romantic involvement or a relationship that is sexual in nature. Parental consent does not create an exception to this paragraph.

6. TAPA employees and volunteers shall maintain a positive school relationship with students in all school-sponsored and non-school sponsored activities.

7. Communications between and among employees, volunteers, and students relating to extracurricular activities shall be on an approved TAPA application that, when possible, permits archiving.

Students

TAPA students shall treat school employees and volunteers with dignity and respect and shall follow the requirements of appropriate student conduct as outlined in the Student Code of Conduct.

The TAPA students shall comply with the following standards of behavior while under school supervision or at school-sponsored events.

1. TAPA students shall not interfere with or disrupt any school employees and volunteers in the normal conduct of their job.
2. TAPA students shall not interfere with the efforts of instructional staff or volunteers to coordinate or assist in learning, to disseminate information for purposes of learning, or otherwise implement a learning program.
3. TAPA students shall respect the rights of all school employees and volunteers.

Violations of the above will result in disciplinary action.

Employee and Volunteer Discipline

School employee/volunteer-student relationships found to be contrary to professional behavior and conduct and/or legal code shall be subject to appropriate administrative response, reprimand, and/or disciplinary action in accordance with employee contractual requirements or the volunteer policy.

Reporting Violations

Students or their families who wish to report a violation of this policy may do so by notifying an Assistant Head of School.

Employees and volunteers shall report any violation to their direct supervisor.

References

Rhode Island Educator Code of Professional Conduct

R.I. Gen. Laws § 16-12-3

TAPA Student Handbook

TAPA Personnel Handbook