

OLYMPIC ESD 114 BOARD POLICY

MAINTAINING PROFESSIONAL STAFF/STUDENT BOUNDARIES

POLICY 5253

The purpose of this policy is to provide all staff, students, volunteers and community members (collectively referred to herein as staff members) with information to increase their awareness of their role in protecting children from inappropriate conduct by adults. For purposes of this policy, the terms “staff” and “staff members” also include volunteers. For purposes of this policy, the term “student” includes children and youth who may or may not be students in a K-12 school.

The Board of Directors expects all staff members to maintain the highest professional and ethical standards in their interaction with students. Staff members are required to maintain an atmosphere conducive to learning, through consistently and fairly applied discipline and established and maintained professional boundaries.

The interactions and relationships between staff members and students must be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students in and outside of the educational setting, and consistency with the mission of Olympic ESD 114.

Staff members 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 agency. 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 discuss issues with their supervisor whenever they suspect or are unsure whether conduct is inappropriate or constitutes a violation of this policy.

The Board of Directors supports the use of technology to communicate for educational purposes. However, staff members are prohibited from online socializing or from engaging in any conduct on social networking Web sites that violates the law, Olympic ESD 114 policies or other generally recognized professional standards. Staff members whose conduct violates this policy may face discipline and/or termination.

The superintendent or designee shall ensure that procedures and staff protocols for reporting and investigating allegations are developed and that the necessary training to accompany this policy occurs.

Legal Reference:

RCW 28A.400 Crimes against children - Mandatory termination of classified employees - Appeal - Recovery of salary or compensation by district.

RCW 28A.405.470 Crimes against children - Mandatory termination of certificated 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.
WAC 181-87 Professional Certification - Acts of Unprofessional
Conduct
WAC 181-88 Sexual Misconduct, Verbal and Physical Abuse
- Mandatory Disclosure – Prohibited Agreements

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