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member s abilit to serve in those roles however staff members are stronglencouraged to maintain professional boundaries appropriate to the nature of the

- Discussing writing te ting transmitting and or displa ing material to students about se ual topics unrelated curriculum or a legitimate educational purpose
- ___Banter allusions jokes or innuendos of a se ual nature with students
- Permitting students to engage in behaviors with staff that invade appropriate ph sical boundaries e.g allowing students to give shoulder massages to staff or allowing students to sit on a staff member s lap -

- Singling out a particular student or students for favoritism special privileges or e changing of gifts be ond the emplo ee student relationship
- Disclosing intimate or se ual matters to a student unless necessar to serve a legitimate educational purpose or a student ph sical mental and or emotional health purpose

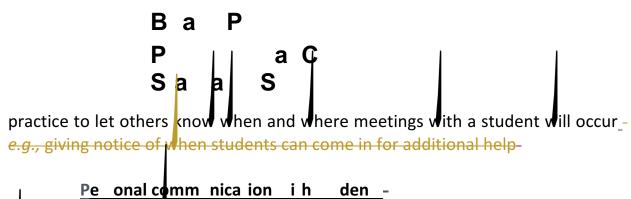
Bbull ing or other violations of the PPS Anti Harassment Polic P

<u>Ffavoring a student</u> when its purpose is to meet the staff s personal needs rather than the student s needs -

serve an <u>legitimate</u> educational <u>purpose</u> or <u>a student ph sical mental</u> and or emotional health <u>purpose</u> and well being of the student

Telling a student to keep something secret from other adults Addressing students

staff are prohibited from communicating ma communicate with current students through social media directle or through private messaging tools without both written District approval and parental notice. Likewise when communicating for professional purposes with other staff or communite members. District staff must use their PPS provided email.



While cConnecting with students and building rapport is an important component to the staff student relationship and staff should promote health relationships

with all students

We recognie that forming a relationship with students is an important aspect of

Coaches chaperones and other staff should take care when transporting students to athletic events and other e tracurricular activities. Staff members need

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not feel comfortable discussing the situation with those individuals he-shethe
ma bring it to the attention of the Chief of Human Resources If the alleged behavior deals with harassment intimidation or bull ing the process in Polic No P should be followed The dDistrict will investigate all complaints

An <u>staff member District emplo ee</u> who has reasonable cause to believe that another staff member has engaged in se ual conduct as defined b <u>Administrative Directive Prohibition Against Emplo ee Child Abuse and Se ual Conduct with Students</u>

AD or se ual abuse as defined b statute shall immediatel report this behavior to their school compliance officer and to the District Title IX

Staff members <u>The</u> are neither permitted nor responsible for investigating whether the conduct is inappropriate

Staff members The are required to maintain confidentialit and Staff members The must direct notif a supervisor of the conduct

Confidentialit protects both the student s and the staff member who is the subject of the report Failure to maintain confidentialit ma impede the