

BOARD POLICY

Professional Standards and Expectations of All Personnel

The Board of Education expects district employees to maintain the highest ethical standards, exhibit professional behavior, follow district policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students, members of the school community, other employees, and the public. Employee conduct should enhance the integrity of the district, advance the goals of the district's educational programs, and contribute to a positive school climate.

The Board encourages district employees to accept as guiding principles the professional standards and codes of ethics adopted by educational or professional associations to which they may belong.

Each employee should make a commitment to acquire the knowledge and skills necessary to fulfill his/her responsibilities and should focus on his/her contribution to the learning and achievement of district students.

Inappropriate employee conduct includes, but is not limited to:

1. Engaging in any conduct that endangers students, staff, or others, including, but not limited to, physical violence, threats of violence, or possession of a firearm or other weapon
2. Engaging in harassing or discriminatory behavior towards students, parents, guardians, staff, or community members, or failing or refusing to intervene when an act of discrimination, harassment, intimidation or bullying against a student is observed
3. Physically abusing, sexually abusing, neglecting, or otherwise willfully harming or injuring a child
4. Engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, physical or online relationship with a student.
 - Each district employee is expected to exercise good judgment and professionalism in all interpersonal relationships with students. Such relationships must be and remain on a teacher-student basis or an employee-student basis. Dating students is prohibited.
 - Sexual relationships between district employees and students, without regard to the age of the student, are strictly forbidden and may subject the employee to criminal liability.
 - Committing or attempting to induce students or others to commit an illegal act or act of immoral conduct, which may be harmful to others or bring discredit to the district.

- Excessive informal and social involvement with individual students is unprofessional, not compatible with employee-student relationships, and inappropriate
5. Possessing or viewing any pornography on school grounds, or possessing or viewing child pornography or other imagery portraying children in a sexualized manner at any time
 6. Using profane, obscene, or abusive language against students, parents/guardians, staff, or community members
 7. Willfully disrupting district or school operations by loud or unreasonable noise or other action
 8. Dishonesty with students, parents/guardians, staff, or members of the public, including, but not limited to, falsification of information in employment records or other school records
 9. Divulging confidential information about students, district employees, or district operations to persons not authorized to receive the information
 10. Causing damage to or engaging in theft of property belonging to students, staff, or the district
 11. Wearing attire that contains sexually explicit images or words, use of profanity, or is excessively revealing.

Discipline Action

Any reports of employee misconduct shall be promptly investigated. Any employee who is found to have engaged in inappropriate conduct in violation of law or Board policy shall be subject to disciplinary action and, in the case of a certificated employee, may be subject to a report to the Commission on Teacher Credentialing. The Superintendent or designee shall notify local law enforcement as appropriate.

An employee who has knowledge of but fails to report inappropriate employee conduct may also be subject to discipline.

The district prohibits retaliation against anyone who files a complaint against an employee or reports an employee's inappropriate conduct. Any employee who retaliates against any such complainant, reporter, or other participant in the district's complaint process shall be subject to discipline.

Ref: EC Sections 200-262.4, 234.1, 44242.5

Approved: August 21, 2018