

**STAFF-STUDENT RELATIONS (NON-FRATERNIZATION POLICY)**

The Board requires employees, volunteers, and students to treat one another with respect and professionalism. All employers and volunteers are expected to exercise good judgment and maintain professional boundaries when interacting with students at all times, on and off school property.

**Prohibited Behavior**

Any behavior of a harassing or sexual nature towards students is strictly prohibited. Such behavior includes, but is not limited to, the following:

1. Insults, disparaging remarks/names, and/or sarcasm, used to force compliance with an employee’s or volunteer’s requirements or expectations.
2. Any conduct that would amount to sexual harassment, discrimination, or retaliation under Title IX of federal education amendments.
3. Any activity that may lead to a sexual relationship such as dating, sending intimate correspondence, and/or engaging in sexualized dialogue.
4. Any sexual relationship between an employee or volunteer and a current student, regardless of his/her age, or a former student under the age of 18.
5. Any conduct by an employee or volunteer that would constitute a sexual offense as defined in state law.

Individuals aware of any of these prohibited behaviors are expected to report such action to a building administrator or the Superintendent.

All reported prohibited behavior shall be investigated. If disciplinary action is deemed warranted at the completion of the investigation, the District shall take appropriate action up to and including termination of employment in accordance with law and/or reporting such activity to appropriate state licensing and law enforcement/other officials.

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Complementary Documents

- AAC, Nondiscrimination & Anti-Harassment Policy
- AAC-BR, Discrimination & Harassment Grievance Procedure
- AAC-E, Filing a State or Federal Discrimination & Harassment Complaint

**End of Parshall School District #3 Policy DEBD ..... Adopted: 06/12/12**