

Non-Fraternization With Students

The relationship between the school employee and the student should be one of professional cooperation and respect. All employees, whether certificated or classified, have a responsibility to set boundaries and conduct themselves in a manner that will maintain an atmosphere that is conducive to learning.

It is the policy of the Board of Education to prohibit any type of close personal relationship between a school employee and a student that may reasonably be perceived as unprofessional, including, but not limited to the perception of a dating relationship. School employees shall not entertain students, socialize with students, or spend an excess amount of time with students in such a manner as to reasonably create the impression to district staff, other students, their parents/guardians, or the public that an unprofessional relationship exists.

It is also the policy of the Board to prohibit any type of sexual relationship, sexual contact, or sexually-nuanced behavior between a school employee and an enrolled student without regard to the student's age. This includes internet chat rooms, social networking sites such as "Facebook" or similar web sites, cell phones, and all other forms of electronic or other types of communication. This prohibition applies to students of the same or opposite sex of the school employee. It also applies regardless of whether the student or the school employee initiated the sexual behavior, and whether or not the student welcomes the sexual behavior and/or reciprocates the attention.

The district shall promptly investigate all reasonable allegations of prohibited staff/student relationships. The district shall utilize the investigation procedures followed for complaints of sexual harassment within the district, as referenced below.

Legal Reference:

UNITED STATES CODE, TITLE 20

1681 - Title XI the Education Amendments of 1972

Policy SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT

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