

BOARD POLICY
Staff-Student Relations

Descriptor Term: GAF
Date: ~~XXXXXX~~ XX, 2023

All employees of Bibb County School District ("~~District~~") are to maintain professional, and ethical relationships with students. Employees ~~shall~~will refrain from improper fraternization or conduct implying undue familiarity or intimacy with students.

A. Definitions:

1. Employee means all administrative, instructional, education support professionals, and all other employees of the Bibb County School District, regardless of their duty assignment or location.
2. Student means any ~~person~~person enrolled as a student, regardless of age, in a public school or program operated and maintained by the Bibb County School District. High school graduates are considered students until August 31 of the year of graduation.

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B. Prohibited Conduct

1. All employees are prohibited from engaging in personal relationships with students. Under this policy, P~~rohibited personal relationship~~ means relationships between an employee and a student including, but not necessarily limited to: dating, any touching of an intimate or sexual nature, sexual contact, or sexual relations, regardless as to the student's consent; touching otherwise prohibited by law or objected to by the student, giving a gift having a sexual overtone, and making comments of a sexual nature or reflecting sexual innuendo to or about a student. Employees are further prohibited from sharing sexually explicit content and engaging in sexualized communications with students.
2. All employees are prohibited from taking a student off the premises of any school or away from a school or ~~school district~~District-sponsored activity without specific written permission from a student's parent or guardian and the approval of the principal or assistant principal of the student's school.
3. Employees are prohibited from grooming students for potential sexual intimacy. Prohibited grooming activity includes, but is not limited to: discussing or revealing to students personal matters about their private lives or inviting students to do the same (other than professional counseling by a school counselor); establishing patterns of communication without the knowledge and express consent of student's parent or guardian, participating in secretive communication with a student, spending time with a student without the knowledge and consent of a student's parent or guardian.

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4. Employees are prohibited from unprofessional conduct when interacting with students. Under this policy, unprofessional conduct is conduct where District employees participate in behaviors that tend to place employees at the same social and peer level as students. Such conduct distorts and compromises the functional relationships and roles among District employees and students. District employees will refrain from fraternizing or communicating with students as if employees and students were peers or mere social acquaintances (this can be identified by verbiage used in the communications). District employees are to refrain from implying undue familiarity with students. Staff should avoid texting or calling a student's cell phone and avoid communicating with student by personal/private emails or chat platforms. Staff will use District communication methods and platforms to contact or provide and receive information from students.

C. Duty to Report

1. Any employee who has knowledge or reasonably suspects that another employee may have engaged in prohibited conduct as defined by this policy shall immediately report this information to either: (i) the employee's supervisor, (ii) the student's principal, or (iii) the Assistant Superintendent of Human Resources. Such report shall be made immediately, and if not initially done in writing, shall be made in writing within two (2) days.
2. As required by Georgia law, an employee having knowledge or reasonable suspicion that another employee may have engaged in prohibited conduct that may constitute child abuse ~~must pg. 4 also immediately report this information as provided in Administrative Rule JGIAR: is required to report the matter to their immediate supervisor.~~

D. Consequences

1. A violation of this policy will, shall subject the employee to discipline, up to and including termination of employment. A violation may also subject the employee to criminal prosecution.
2. A violation may, as applicable, constitute a violation of the Code of Ethics for Professional Educators and will be reported to the Professional Standards Commission.

