



Policy 4119.24: Maintaining Appropriate Adult-Student Interactions

Status: DRAFT

Original Adopted Date: 09/24/2025 | **Last Revised Date:** 10/08/2025 | **Last Reviewed Date:** 09/16/2026

The purpose of this policy is to provide all staff, students, volunteers and community members with information to increase their awareness of their role in protecting students and themselves from inappropriate conduct and failure to maintain appropriate boundaries. All adults are expected to maintain professional, moral and ethical relationships with students that are conducive to an effective, safe learning environment. The provisions of this policy apply to all District staff, volunteers, coaches, and community members ("Employees") relative to their conduct with students in District schools and programs.

This policy addresses a range of behaviors that include not only obviously unlawful or improper interactions with students, but also behaviors that undermine the professional adult/student relationship and can lead to either misconduct or the appearance of impropriety.

Adults shall not intrude on a student's physical or emotional boundaries unless necessary in an emergency or to serve a legitimate purpose related to instruction, counseling, student health, or student or staff safety.

The district's employee code of conduct addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on school and/or district websites. (Education Code 44050)

Inappropriate Conduct

Employees shall remain vigilant of their position of authority and not abuse it when relating with students.

The Board prohibits inappropriate conduct between employees and students. (Education Code 32100)

Inappropriate employee conduct includes, but is not limited to:

1. Initiating inappropriate physical contact
2. Being alone with a student outside of the view of others
3. Visiting a student's home or inviting a student to visit the employee's home without parent/guardian consent
4. Maintaining personal contact with a student that has no legitimate educational purpose, by phone, letter, electronic communications, or other means, without including the student's parent/guardian or the principal. When communicating electronically with students, employees shall use district equipment or technological resources when available. Employees shall not communicate with students through any medium that is designed to eliminate records of the communications. The Superintendent or designee may monitor employee usage of district technology at any time without advance notice or consent.

All electronic communications from coaches and advisors to team or club members shall concern only legitimate educational interests and shall be sent in a single communication to all participating team or club members, except for communications concerning an individual student's medical or academic privacy matters, in which case the communication will be copied to a school administrator, athletic director or parent/guardian.

5. Creating or participating in **social media accounts and platforms** for communication with students, other than those created by the district, without the prior written approval of the principal or designee

6. Inviting or accepting requests from students, or former students who are minors, to connect on **personal social media accounts and platforms** (e.g., "friending" or "following" on social media), unless the site is dedicated to school business
7. **Singling out a particular student or students for personal attention and friendship beyond the professional staff-student relationship.**
8. **Addressing students with personalized terms of endearment, pet names or otherwise in an overly familiar manner.**
9. Socializing or spending time with students (including but not limited to activities such as going out for beverages, meals or movies, shopping, traveling and recreational activities and visiting the student's home) outside of school-sponsored events, except as participants in community activities.
10. Sending or accompanying students on personal errands unrelated to any legitimate educational purpose
11. Transporting a student in a personal vehicle without prior authorization
12. **For non- guidance/counseling staff, encouraging students to confide their personal or family problems and/or relationships. If a student initiates such discussions, employees are expected to use their professional judgment in referring the student to appropriate guidance and staff. In either case, employee involvement should be limited to a direct connection to the student's school performance.**
13. **Employees shall avoid sharing intimate or inappropriate details of their personal lives. However, sharing appropriate personal experiences related to learning, growth or resilience is encouraged when it serves an educational or relational purpose.**

Violations of Policy

Any employee who observes or has knowledge of another employee's violation of this policy shall report the information to the Superintendent or designee or appropriate agency for investigation pursuant to the applicable complaint procedures. Other adults with knowledge of any violation of this policy are encouraged to report the violation to the Superintendent or designee. The Board prohibits retaliation against anyone who reports a violation of this policy. Immediate intervention shall be implemented when necessary to protect student safety or the integrity of the investigation.

Employees who engage in any conduct in violation of this policy, including retaliation against a person who reports the violation or participates in the complaint process, shall be subject to discipline, up to and including dismissal. Any other adult who violates this policy may be barred from school grounds and activities in accordance with law. Additionally, the Superintendent or designee may also notify law enforcement as appropriate.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 80303	Reports of change in employment status; alleged misconduct
5 CCR 80304	Notice of sexual misconduct
Ed. Code 32100	Professional boundaries between adults and students and the safety of learning environments
Ed. Code 44030.5	Reporting change in employment status due to alleged misconduct

State

Ed. Code 44050
Ed. Code 44242.5
Ed. Code 44940
Ed. Code 48980
Pen. Code 11164-11174.3

Management Resources

Website

Cross References

0420.4
0420.4
0420.41
0420.41-E PDF(1)
0450
0450
1240
1240
4040
4040
4040-E PDF(1)
4111
4116
4116
4119.21
4119.21-E PDF(1)
4121
4121
4211
4216
4218
4219.21
4219.21-E PDF(1)
4311
4319.21
4319.21-E PDF(1)

Description

[Employee code of conduct; interaction with students](#)
[Reports and review of alleged misconduct](#)
[Compulsory leave of absence for certificated persons](#)
[Parent/Guardian notifications](#)
[Child Abuse and Neglect Reporting Act](#)

Description

[CSBA District and County Office of Education Legal Services](#)

Description

[Charter School Authorization](#)
[Charter School Authorization](#)
[Charter School Oversight](#)
[Charter School Oversight](#)
[Comprehensive Safety Plan](#)
[Comprehensive Safety Plan](#)
[Volunteer Assistance](#)
[Volunteer Assistance](#)
[Employee Use Of Technology](#)
[Employee Use Of Technology](#)
[Employee Use Of Technology](#)
[Recruitment And Selection](#)
[Probationary/Permanent Status](#)
[Probationary/Permanent Status](#)
[Professional Standards](#)
[Professional Standards](#)
[Temporary/Substitute Personnel](#)
[Temporary/Substitute Personnel](#)
[Recruitment And Selection](#)
[Probationary/Permanent Status](#)
[Dismissal/Suspension/Disciplinary Action](#)
[Professional Standards](#)
[Professional Standards - Code Of Ethics Classified Employees](#)
[Recruitment And Selection](#)
[Professional Standards](#)
[Professional Standards](#)

Cross References

5131

5131-E PDF(1)

5141.4

5141.4

5142

5145.6

5145.6-E PDF(1)

5145.6-E PDF(2)

5145.7

5145.7

Description[Conduct](#)[Conduct - Elementary Plan](#)[Child Abuse Prevention And Reporting](#)[Child Abuse Prevention And Reporting](#)[Safety](#)[Parent/Guardian Notifications](#)[Parent/Guardian Notifications](#)[Parent/Guardian Notifications](#)[Sexual Harassment](#)[Sexual Harassment](#)