

# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 11.2

Meeting Date : October 21, 2021

Subject : Public Hearing: First Reading of Proposed Board Policy 4119.24,  
Maintaining Appropriate Adult -Student Interactions

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: \_\_\_\_\_)
- Conference/Action
- Action
- Public Hearing

Division : Legal Services and Human Resource Services

Recommendation : Approve Board Policy 4119.24

Background/Rationale : Currently, the Sacramento City Unified School District does not have a Board Policy with respect to maintaining appropriate adult-student interactions. In order to provide guidelines for adults whom students may interact with at school or in school-related activities, adoption of the policy is necessary to provide a positive school environment that protects the safety and well-being of District students. This policy includes language in the CSBA Gamut model policy and the expertise of District administrators.

Documents Attached:

1. Executive Summary
2. BP 4119.24

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| Estimated Time of Presentation : 5 Minutes<br>Submitted by: |
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# Board of Education Executive Summary

Legal Department

Proposed Board Policy (BP) 19.24: Maintaining Appropriate Adult Student Interactions

October 21, 2021



## I. Overview/History of Department or Program

Currently, the Sacramento City Unified School District does not have a Board Policy concerning maintaining appropriate adult student interactions. By adopting such policy, the District will provide guidelines for adults (including employees, independent contractors, and volunteers) whom students may interact with at school or in school-related activities.

Such interactions shall be limited to those that are lawful and appropriate. The District shall prohibit adults from engaging in unlawful or inappropriate interactions with students and shall address behaviors that undermine trust in the adult student relationship and constitute an act of impropriety.

Specifically, this policy lists a number of inappropriate behaviors:

- x Personally contacting a student without any legitimate educational purpose by letter, electronic communications, or other means, without the prior approval of the parent/guardian or the principal
- x Creating or participating in social networking sites for communication purposes other than those created by the district, without the prior approval of the principal or designee
- x Inviting or accepting requests from students, or former students, to connect on personal social networking sites (e.g., "friend" on Facebook or "follow" on Twitter or media), unless the site is dedicated to school business
- x Addressing a student in an overly familiar manner that would cause the student to feel uncomfortable and/or that would not be welcomed by the student

This proposed policy is based off the model provided by the CSDE and is provided by District administrators. It aligns with the District's goal of creating a positive and safe school environment that protects the well-being of students.





# SCUSD

## Board Policy

### Maintaining Appropriate Adult -Student Interactions

BP 4119.24 4219.24,4319.24

Personnel

The Governing Board desires to provide a positive school environment that protects the safety and wellbeing of district students. The Board expects all adults with whom students may interact at school or in school-related activities, including employees, independent contractors, and volunteers, to maintain the highest professional and ethical standards in their interactions with students both within and outside the educational setting. Such adults shall not engage in unlawful or inappropriate interactions with students and shall avoid boundary-crossing behaviors that undermine trust in the adult-student relationship and lead to the appearance of impropriety.

(cf. 4119.21/4219.21/4319.21 Professional Standards)

All adults with whom students may interact at school or in school-related activities are prohibited from entering into or attempting to form a romantic or sexual relationship with any student or engaging in sexual harassment of a student, including sexual advances, flirtations, requests for sexual favors, inappropriate comments about a student's body or appearance, or other verbal, visual, or physical conduct of a sexual nature.

(cf. 5145.7 -Sexual Harassment)

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

All adults with whom students may interact at school or in school-related activities who observes or has knowledge of another adult'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 Superintendent or designee shall take necessary steps to protect anyone who reports a violation from retaliation from individuals who are within the control of the district. Immediate intervention shall be implemented when necessary to protect student safety or the integrity of the investigation.

(cf. 1312.1 -Complaints Concerning District Employees)

(cf. 1312.3 -Uniform Complaint Procedures)

(cf. 5141.4 -Child Abuse Prevention and Reporting)

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. The Superintendent or designee may also notify law enforcement as appropriate.

(cf. 4118 -Dismissal/Suspension/Disciplinary Action)

(cf. 4218 -Dismissal/Suspension/Disciplinary Action)

In addition to being provided to district employees, the district's applicable professional standards and/or 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 web sites. (Education Code 44050)

(cf. 1113 -District and School Web Sites)

(cf. 5145.6 -Parental Notifications)

### Inappropriate Conduct

Employees shall remain vigilant of their position of authority and not abuse it when relating with students. Employee conduct that may undermine professional adult-student interactions or create the appearance of impropriety include, but are not limited to:

1. Initiating inappropriate physical contact
2. Being alone with a student outside of the view of others for reasons other than those related to legitimate educational purposes, such as tutoring
3. Visiting a student's home or inviting a student to visit the employee's home without parent/guardian consent outside of a district-sponsored program or activity
4. Personally contacting a student without any 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.

(cf. 4040 -Employee Use of Technology)

5. Creating or participating in social networking sites 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 networking sites (e.g., "friending" or "following" on social media), unless the site is dedicated to school business

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