

Employee ~~Ethical Standards and~~ Codes of Conduct

Policy: 5081

Section: 5000 - Personnel

I. Policy Statement

- A. The South Summit School District Board of Education requires district employees to comply with all applicable standards governing their professional and ethical conduct, including federal and state laws and regulations, board policies, and district administrative procedures. Adherence to these standards and codes of conduct will ensure the highest principles of ethical behavior as we work together to ensure the safety and well-being of our students, fellow employees, and community.
- B. The purpose of this policy is to protect and uphold the trust vested in district employees by requiring that all employees comply with the applicable codes of conduct and exemplify ethical behavior.
- C. Annual training on ethical standards and codes of conduct, which will include topics such as appropriate and inappropriate interactions with students, authorized outside employment, prohibited procurement activities, and acceptance of gifts or compensation, will be provided to all employees. New employees will receive ethical training aligned to their job responsibilities at the time of hire.
- D. South Summit School District is committed to establishing and maintaining appropriate standards of conduct between staff members and students. These standards of conduct are also known as professional boundaries. Staff members shall maintain a professional and appropriate demeanor and professional and appropriate relationships with students; both during and outside of school hours, as well as both on and off campus, that foster an effective, non-disruptive and safe learning environment.

Legal References

Utah Admin. Rules R277-217-3(3) (November 21, 2025)
Utah Admin. Rules R277-210-2(6) (November 21, 2025)
Utah Admin. Rules R277-210-2(11) (November 21, 2025)
Utah Admin. Rules R277-210-2(36) (November 21, 2025)
Utah Admin. Rules R277-217-2, -3, -4, and -5 (November 21, 2025)
Utah Admin. Rules R277-217-2(1012) to (1214) (November 21, 2025)

Utah Admin. Rules R277-322-2(3) (August 7, 2024)
Utah Admin. Rules R277-495-4(1)(c) (October 8, 2025)
Utah Admin. Rules R277-217-2(5), (18) to (22) (November 21, 2025)
Utah Code § 76-5c-208 (2026)
Utah Admin. Rules R277-217-2(4), (7) to (9), (25) to (28) (November 21, 2025)
Utah Admin. Rules R277-217-3(2), (3) (November 21, 2025)
Utah Admin. Rules R277-322-2(2), (4) (August 7, 2024)
Utah Admin. Rules R277-322-3(3)(a) to (j) (August 7, 2024)
Utah Code § 63G-7-301(3)(a)(i), (b) (2025)
Utah Code § 76-5-422 (2025)
Utah Admin. Rules R277-210-2(44), (50) (November 21, 2025)
Utah Admin. Rules R277-217-2(6) (November 21, 2025)
Utah Admin. Rules R277-322-3(3)(c), (k)(i) (August 7, 2024)
Utah Admin. Rules R277-322-3(5)(a) (August 7, 2024)
Utah Admin. Rules R277-322-3(5)(b) (August 7, 2024)
Utah Admin. Rules R277-322-3(3)(k)(i), (5) (August 7, 2024)
Utah Admin. Rules R277-322-3(3)(k)(ii) (August 7, 2024)
Utah Code § 63G-7-301(3)(b) (2025)
Utah Admin. Rules R277-322-3(6) (August 7, 2024)
Utah Admin. Rules R277-322-3(3)(k)(iii) (August 7, 2024)
Utah Code § 53G-9-207(3) (2026)
Utah Code § 53G-6-806(4) (2026)
Utah Admin. Rules R277-322-3(4) (August 7, 2024)

Utah Code Ann. §63G-6a-2401, Unlawful Conduct and Penalties

Utah Code Ann. §67-16-1 et seq., Utah Public Officers' and Employees' Ethics Act

Utah Admin. Code R277-217, Utah Educator Standards and LEA Reporting

~~Utah Admin. Code R277-530, Utah Effective Educator Standards~~

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Last Reviewed Date:

Last Revised Date:

Prior Revised Dates:

Adoption Date: **June 09, 2022**

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Revised Dates: ;
