

423 EMPLOYEE-STUDENT RELATIONSHIPS

I. PURPOSE

The school district is committed to an educational environment in which all students are treated with respect and dignity. Every school district employee is to provide students with appropriate guidance, understanding, and direction while maintaining a standard of professionalism and acting within accepted standards of conduct.

II. GENERAL STATEMENT OF POLICY

- A.** A. This policy applies to all school district employees at all times, whether on or off duty and on or off of school district locations.
- B.** B. At all times, students will be treated by teachers and other school district employees with respect, courtesy, and consideration and in a professional manner. Each school district employee is expected to exercise good judgment and professionalism in all interpersonal relationships with students. Such relationships must be and remain on a teacher-student basis or an employee-student basis.
- C.** C. Teachers must be mindful of their inherent positions of authority and influence over students. Similarly, other school district employees also may hold positions of authority over students of the school district and must be mindful of their authority and influence over students.
- D.** D. Sexual relationships between school district employees and students, without regard to the age of the student, are strictly forbidden and may subject the employee to criminal liability.
- E.** E. Other actions that violate this policy include, but are not limited to, the following:
 - 1.** 1. Dating students.
 - 2.** 2. Having any interaction/activity of a sexual nature with a student.
 - 3.** 3. Committing or attempting to induce students or others to commit an illegal act or act of immoral conduct which may be harmful to others or bring discredit to the school district.
 - 4.** 4. Supplying alcohol or any illegal substance to a student, allowing a student access to such substances, or failing to take reasonable steps to prevent such access from occurring.

58 5. Grooming as prohibited under Minnesota Statutes, section 609.352.

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60 F. School district employees shall, whenever possible, employ safeguards against
61 improper relationships with students and/or claims of such improper relationships.
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64 G. Excessive informal and social involvement with individual students is
65 unprofessional, is not compatible with employee-student relationships, and is
66 inappropriate.
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69 H. School district employees will adhere to applicable standards of ethics and
70 professional conduct in Minnesota law.
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73 **III. REPORTING AND INVESTIGATION**
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77 A. Complaints and/or concerns regarding alleged violations of this policy shall be
78 handled in accordance with Policy 103 (the school district's Complaints – Students,
79 Employees, Parents, Other Persons) policy unless other specific complaint procedures
80 are provided within any other policy of the school district.
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83 B. All employees shall cooperate with any investigation of alleged acts, conduct,
84 or communications in violation of this policy.
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87 **IV. SCHOOL DISTRICT ACTION**
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89 Upon receipt of a report, the school district will take appropriate action. Such action may
90 include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation,
91 termination, or discharge. It also may include reporting to appropriate state or federal
92 authorities, including the Minnesota Professional Educator Licensing and Standards Board or
93 the appropriate licensing authority and appropriate agencies responsible for investigating
94 reports of maltreatment of minors and/or vulnerable adults. School district action taken for
95 violation of this policy will be consistent with requirements of applicable collective bargaining
96 agreements, Minnesota and federal law, and school district policies.
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99 **V. SCOPE OF LIABILITY**
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101 Employees are placed on notice that if an employee acts outside the performance of the duties
102 of the position for which the employee is employed or is guilty of malfeasance, willful neglect
103 of duty, or bad faith, the school district is not required to defend and indemnify the employee
104 for damages in school-related litigation.
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106 **Legal References:-** Minn. Stat. § 13.43, Subd. 16 (Personnel Data)
107 Minn. Stat. § 122A.20, Subd. 2 (Suspension or Revocation of Licenses)
108 Minn. Stat. § 122A.40, Subds. 5(b) and 13(b) (Employment; Contracts;
109 Termination)
110 Minn. Stat. §§ 609.341-609.352 (Definitions)
111 Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)
112 Minn. Stat. § 626.557 (Reporting of Maltreatment of Vulnerable Adults)
113 Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)
114 Minn. Rules Part 8710.2100 (Code of Ethics for Minnesota Teachers)

Cross References:- ISD 194 Policy 103 (Complaints – Students, Employees, Parents,
Other Persons)
ISD 194 Policy 211 (Criminal or Civil Action Against School District,
School Board Member, Employee, or Student)
ISD 194 Policy 306 (Administrator Code of Ethics)
ISD 194 Policy 403 (Discipline, Suspension, and Dismissal of School
District Employees)
ISD 194 Policy 413 (Harassment and Violence)
ISD 194 Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual
Abuse)
ISD 194 Policy 507 (Corporal Punishment)
ISD 194 Policy 423
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