

## Personnel

### Employee–Student Relationships

#### I. Purpose

This policy ~~demonstrates~~ ~~commits~~ the school district's ~~commitment~~ to an educational environment in which all students are treated with respect and dignity. Each ~~school~~ district employee ~~is to~~ ~~will~~ 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. This policy applies to school district employees at all times, ~~whether on or off duty, including for purposes of this policy any district volunteers, at all times and~~ regardless of location.
- B. Students will be treated by district employees with respect, courtesy, and consideration, and in a professional manner. A district employee is expected to exercise good judgment and professionalism in interpersonal relationships with students. Relationships must be and remain on a teacher-student basis or an employee-student basis.
- C. Teachers must be mindful of their inherent positions of authority and influence over students. Similarly, other district employees also may hold positions of authority over students and must be mindful of their authority and influence over students.
- D. Sexual ~~and other inappropriate~~ relationships between district employees and students, without regard to the age of the student, are strictly forbidden, ~~could result in employee discipline, and could~~ ~~may~~ subject the employee to criminal liability ~~at the discretion of the prosecuting authority~~.
- E. District employees must employ safeguards against the appearance of improper relationships with students.
- F. District employees will adhere to applicable standards of ethics and professional conduct in Minnesota law.
- G. Other actions that violate this policy include, but are not limited to, the following:
  1. Dating or having inappropriate relationships with students;

2. Having any interaction/activity of a sexual nature with a student;
3. Committing or attempting to induce students or others to commit an illegal act, an act of immoral conduct, an act that may be harmful to others, or an act that may bring discredit to the district or student;
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; and
5. Excessive informal and social involvement with individual students.

### III. Reporting and Investigation

- A. Complaints and/or concerns regarding alleged violations of this policy are handled in accordance with [district policy](#). ~~Policy 104 (Complaints—Students, Employees, Parents, Other Persons) unless other specific complaint procedures are provided within another district policy.~~
- B. Employees will cooperate with any investigation of alleged acts, conduct, or communications in violation of this policy.

### IV. School District Action

Upon receipt of a report, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, or termination. The district may report violations of this policy to appropriate state or federal authorities; including, but not limited to, the Minnesota Department of Education, [Professional Educator Licensing and Standards Board](#), other appropriate licensing authority, and agencies involved in maltreatment of minors and/or vulnerable adults.

### V. Scope of Liability

Employees are placed on notice that if an employee acts outside the performance of the duties of the position for which the employee is employed, or is guilty of malfeasance, willful neglect of duty, or bad faith, the school district is not required to defend and indemnify the employee for damages in any district-related litigation.

#### Legal References:

Minn. Stat. § 13.43, Subd. 16 ([Personnel Data](#); School District or Charter School Disclosure of Violence or Inappropriate Sexual Contact)

Minn. Stat. § 122A.20, Subd. 2 ([Suspension or Revocation of Licenses](#); Mandatory Reporting to PELSB)

Minn. Stat. § 122A.40, Subds. 5(b) and 13(b) (Employment; [Contracts](#); Termination; [Probationary Period](#); [Immediate Termination](#))  
Minn. Stat. § 609.341-609.352 (Definitions, Criminal Offenses)  
Minn. Stat. [Ch. 260E](#) ~~§ 626.556~~ (Reporting of Maltreatment of Minors)  
Minn. Stat. § 626.557 (Reporting of Maltreatment of Vulnerable Adults)  
Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)  
Minn. Rules Part 8710.2100 (Code of Ethics for Minnesota Teachers)

Cross References:

Policy 104 (Complaints – Students, Employees, Parents, Other Persons)  
Policy 211 (Criminal or Civil Action Against [the](#) School District, [a](#) School Board Member, Employee, or Student)  
Policy 305 (Administrator Code of Ethics)  
Policy 403 (Discipline, ~~Suspension and Dismissal~~ of School District Employees)  
Policy 413 (Harassment and Violence [Prohibition, Students and Employees](#))  
Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)  
Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)  
Policy 421 (Gifts to Employees [and School Board Members](#))  
Policy 507 (Corporal Punishment)  
Policy [524](#) (Electronic Technologies Acceptable Use)

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INDEPENDENT SCHOOL DISTRICT [NO. 273](#)  
Edina, Minnesota