

## **EMPLOYEE/STUDENT NON-FRATERNIZATION**

The relationship between the school employee and the student shall be one of professional cooperation and respect. All employees, whether certificated or classified, have a responsibility to conduct themselves in a manner that will maintain an atmosphere that is conducive to learning.

It is the policy of the Board of Education to prohibit any type of sexual or romantic relationship, sexual contact, dating or courting between a school employee and an enrolled student. This includes internet chat rooms, social network services, text messages, cell phones, and all other forms of electronic communication. This prohibition applies to students of the same or opposite sex as the school employee. It also applies regardless if the student or school employee initiated the conduct and whether or not the student welcomes the conduct and/or reciprocates the attention. This policy prohibits an adult education teacher from entering into a romantic or sexual relationship with a student enrolled in his/her course.

The District shall promptly investigate allegations of prohibited staff/student relationships. In doing so, the District shall utilize the same investigation procedures followed for complaints of sexual harassment outlined in BP 4119.11.

Any employee who is found to have violated this policy will be subject to disciplinary action up to and including termination.

There may be circumstances that do not involve dating or courting, but are nevertheless unprofessional. Those cases will have to be judged on the totality of the circumstances under the causes for discipline set forth in the Education Code and collective bargaining agreements.

*Legal Reference:*

*Title IX of the Education Amendments of 1972; 20 U.S.C.*