

The relationship between staff and students should be one of cooperation, understanding and mutual respect. The staff has the responsibility to provide an atmosphere conducive to learning and to motivate each student to perform to his or her capacity. The staff is expected to model the behavior expected of students in staff-student relationships.

All employees, except student employees, are prohibited from dating, courting or entering into a romantic or sexual relationship with any student enrolled in the school district regardless of the student's age. Employees engaging in such inappropriate conduct will be subject to disciplinary action, up to and including dismissal.

All employees are prohibited from sexual harassment (see policy 1736, Sexual Harassment Defined).

Any employee who has reason to believe that another employee is inappropriately involved with a student, as described above, will report this information to the superintendent. An employee who fails to inform the superintendent of a suspected inappropriate relationship between an employee and a student may be subject to disciplinary action, up to and including dismissal.

For the purposes of this policy, the term “employees” includes independent contractors and school safety officers but does not include student employees.

Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq., 34 C.F.R. pt 106; G.S. 115C-47(18)

Cross References: Removal of Barriers (policy 1700), Prohibition Against Discrimination and Harassment (policy 1710), Harassment Defined (policy 1735), Sexual Harassment Defined (policy 1736), Student and Parent Grievance Procedure (policy 1740/4010), Discrimination Complaint Procedure for Students, (policy 1741), Sexual Harassment Complaint Procedure for Students (policy 1745), Staff Responsibilities (policy 7300)

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Administrative Procedure: None