

Board Policy

GCCS

Maintaining Appropriate Adult-Student Interactions

BP 4119.24 (Certificated), 4219.24 (Classified), 4319.24 (Management)

Personnel

The Governing Board of the Grizzly Challenge Charter School (“GCCS” or “Charter School”) desires to provide a positive school environment that protects the safety and well-being of Charter School students. The Board expects all adults with whom students may interact at school or in school-related activities, including employees, independent contractors, and volunteers, to maintain the highest professional and ethical standards in their interactions with students both within and outside the educational setting. Such adults shall not engage in unlawful or inappropriate interactions with students and shall avoid boundary-blurring behaviors that undermine trust in the adult-student relationship and lead to the appearance of impropriety.

Employees are prohibited from entering into or attempting to form a romantic or sexual relationship with any student or engaging in sexual harassment of a student, including sexual advances, flirtations, requests for sexual favors, inappropriate comments about a student's body or appearance, or other verbal, visual, or physical conduct of a sexual nature.

Adults shall not intrude on a student's physical or emotional boundaries unless necessary in an emergency or to serve a legitimate purpose related to instruction, counseling, student health, or student or staff safety.

Any employee who observes or has knowledge of another employee's violation of this policy shall report the information to the Principal or designee or appropriate agency for investigation pursuant to the applicable complaint procedures. Other adults with knowledge of any violation of this policy are encouraged to report the violation to the Principal or designee. The Principal or designee shall protect anyone who reports a violation from retaliation. Immediate intervention shall be implemented when necessary to protect student safety or the integrity of the investigation.

Employees who engage in any conduct in violation of this policy, including retaliation against a person who reports the violation or participates in the complaint process, shall be subject to discipline, up to and including dismissal. Any other adult who violates this policy may be barred from school grounds and activities in accordance with law. The Principal or designee may also notify law enforcement as appropriate.

This policy shall be provided to parents/guardians at the beginning of each school year and shall be posted on the Charter School web site.

Corporal Punishment

Corporal punishment shall not be used as a disciplinary measure against any student. Corporal punishment includes the willful infliction of, or willfully causing the infliction of, physical pain on a student.

For purposes of this policy, corporal punishment does not include an employee's use of force that is reasonable and necessary to protect the employee, students, staff or other persons or to prevent damage to property.

For clarification purposes, the following examples are offered for direction and guidance of School personnel:

A. Examples of permitted actions (i.e., not corporal punishment)

1. Stopping a student from fighting with another student;
2. Preventing a pupil from committing an act of vandalism;
3. Defending yourself from physical injury or assault by a student;
4. Forcing a pupil to give up a weapon or dangerous object;
5. Requiring an athletic team to participate in strenuous physical training activities designed to strengthen or condition team members or improve their coordination, agility, or physical skills;
6. Engaging in group calisthenics, team drills, or other physical education or voluntary recreational activities.

B. Examples of prohibited actions (i.e., corporal punishment)

1. Hitting, shoving, pushing, or physically restraining a student as a means of control;
2. Making unruly students do push-ups, run laps, or perform other physical acts that cause pain or discomfort as a form of punishment;
3. Paddling, swatting, slapping, grabbing, pinching, kicking, or otherwise causing physical pain.

Inappropriate Conduct

Employees shall remain vigilant of their position of authority and not abuse it when relating with students. Examples of employee conduct that can undermine professional adult-student interactions or create the appearance of impropriety include, but are not limited to:

Unacceptable Staff/Student Behaviors (Violations of this Policy) – not an exhaustive list

- a) Initiating inappropriate physical contact or responding to any type of unnecessary physical contact with a student in a private situation
- b) Kissing of any kind
- c) Making or participating in sexually inappropriate comments

- d) Listening to or telling stories that are sexually oriented
- e) Sexual jokes
- f) Seeking emotional involvement with a student for your benefit
- g) Becoming involved with a student so that a reasonable person may suspect inappropriate behavior
- h) Singling out a particular student for personal attention and friendship, including giving gifts and/or nicknames to individual students
- i) Addressing a student in an overly familiar manner, such as by using a term of endearment
- j) Socializing or spending time with students outside of school-sponsored events, except as participants in public, community activities
- k) Sending or accompanying students on personal errands unrelated to any legitimate educational purpose
- l) Disclosing personal, family, or other private matters to students or sharing personal secrets with students in an attempt to gain their support and understanding

Unacceptable Staff/Student Behaviors without Parent and Supervisor Permission

(These behaviors should only be exercised when a staff member has parent and supervisor permission.)

- a) Being alone with a student outside of the view of others
- b) Visiting a student's home
- c) Inviting a student to visit the employee's home
- d) Transporting a student in a personal vehicle without prior authorization

Cautionary Staff/Student Behaviors

(These behaviors should only be exercised when a reasonable and prudent person, acting as an educator, is prevented from using a better practice or behavior. Staff members should inform their supervisor of the circumstance and occurrence prior to or immediately after the occurrence)

- a) Remarks about the physical attributes or development of anyone.
- b) Excessive attention toward a particular student.
- c) Sending emails, text messages or letters to students if the content is not about school activities.
- d) When communicating electronically with students, employees shall use Charter School equipment or technological resources when available. Employees shall not communicate with students through any medium that is designed to eliminate records of the communications. The Principal or designee may monitor employee usage of Charter School technology at any time without advance notice or consent.
- e) Creating or participating in social networking sites for communication with students, other than those created by the Charter School, without the prior written approval of the Principal or designee
- f) Inviting or accepting requests from students, or former students who are minors, to connect on personal social networking sites (e.g., "friending" or "following" on social

- media), unless the site is dedicated to school business
- g) Maintaining personal contact with a student that has no legitimate educational purpose, by phone, letter, electronic communications, or other means, without including the student's parent/guardian or the principal
- h) Encouraging students to confide their personal or family problems and/or relationships

Acceptable and Recommended Staff/Student Behaviors

- a) Getting parents' written consent for any after-school activity
- b) Obtaining formal approval to take students off school property for activities such as field trips or competitions
- c) Emails, text, phone and instant messages to students must be very professional and pertaining to school activities or classes (Communication should be limited to school technology)
- d) Keeping the door open when alone with a student
- e) Keeping reasonable space between you and your students
- f) Stopping and correcting students if they cross your own personal boundaries
- g) Keeping parents informed when a significant issue develops about a student
- h) Keeping after-class discussions with a student professional and brief
- i) Asking for advice from fellow staff or administrators if you find yourself in a difficult situation related to boundaries
- j) Involving your supervisor if conflict arises with the student
- k) Informing the Principal about situations that have the potential to become more severe
- l) Making detailed notes about an incident that could evolve into a more serious situation later
- m) Recognizing the responsibility to stop unacceptable behavior of students or coworkers
- n) Asking another staff member to be present if you will be alone with any type of special needs student
- o) Asking another staff member to be present when you must be alone with a student after regular school hours
- p) Giving students praise and recognition without touching them
- q) Pats on the back, high fives and handshakes are acceptable
- r) Keeping your professional conduct a high priority
- s) Asking yourself if your actions are worth your job and career

Adopted: March 23, 2023

Revised: June 6, 2024