

## **General Personnel**

### **Staff-Student Relationships and Ethics**

The Board accepts the principle that the relationship between the school district staff and the student should be one of cooperation, understanding, and mutual respect.

Staff is encouraged to promote professional relationships with students that are characterized by understanding and mutual respect. Staff is expected to avoid and discourage friendships with students and excessive personal involvement.

No staff member shall engage in any unethical social interaction with a student. Staff members should not engage in any behavior which places the student and the staff member in isolation at or away from school settings. Excluded are individual tutoring or counseling sessions which are provided for in individual job description or duties. Any other contacts must be conducted only with the consent of parents and/or knowledge of school authorities.

In the event an employee is in violation of this policy, immediate discipline will be imposed which may include suspension, discharge, and criminal prosecution when warranted and consistent with its bargaining unit. However, where warranted, nothing shall prevent the Board of Education from instituting dismissal proceedings under 105 ILCS 5/24-12, or from filing criminal charges or complaints with appropriate state agencies.

All disagreements concerning the application of this policy shall be subjected to the grievance procedure of the various union contracts.

ADOPTED: 9/11/07