

Code of Conduct for Employee-Pupil Interactions

(Ed Code 44050 and BP sections 4119.21, 4219.21, 4319.21)

Coronado Unified School District is committed to providing a safe and secure learning environment for all students. While the District encourages the cultivation of positive relationships with students, employees are reminded to be mindful of the fine line drawn between being supportive of students and a possible or perceived breach of responsible, ethical behavior.

When communicating and interacting with students, employees should be mindful that students are more impressionable than adults and may perceive a school employee as being in a position of power and influence over them, even when the communication or interaction occurs outside of a school setting. The district's professional standards for its employees set forth expectations that employees must exercise good judgment when interacting with students. This includes, among other things, that employees refrain from engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student.

To further illustrate and ensure employees comply with these professional standards, individuals who work with or have contact with students are expected to use good judgment and are cautioned to avoid situations including, but not limited to, the following:

1. Meeting individually with a student behind closed doors, regardless of gender.
2. Remaining on campus with student(s) after the last administrator leaves the school site. There are exceptions, such as teachers rehearsing with students for a drama/music activity or coaching academic decathlon students, with approval of the site-administrator in advance.
3. Engaging in any behaviors or discussions, either directly or indirectly with a student(s) or in the presence of a student(s), that are unprofessional, inappropriately personal, unethical, illegal, immoral, or exploitative.
4. Giving student(s) gifts, rewards, or incentives that are not school-related and for which it is directly or implicitly suggested that a student(s) is (are) to say or do something in return.

5. Making statements or comments, either directly or in the presence of a student(s), which are not age-appropriate, professional, or which may be considered sexual in nature, harassing, discriminating, or demeaning.
6. Touching or having physical contact with a student(s) that is not age-appropriate or within the scope of the employee's/individual's responsibilities and/or duties.
7. Transporting student(s) in a personal vehicle without proper written administrator and parent authorization forms on file in advance.
8. Taking or accompanying student(s) off campus for activities other than a District-approved school journey or field trip.
9. Meeting with or being in the company of student(s) off campus, except in school-authorized and/or approved activities.
10. Communicating with student(s), in writing, by phone, email, electronically, via Internet or in person, at any time, for purposes that are not specifically school-related.
11. Calling student(s) at home or on their cell phone, except for specific school-related purposes and/or situations.
12. Providing student(s) with a personal home/cell telephone number, personal Email address, home address, or other personal contact information, except for specific school-related purposes and/or situations.
13. Engaging in harassing or discriminatory behavior towards students, parents, guardians, staff, or community members, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed.
14. Divulging confidential information about students, district employees, or district operations to persons or entities not authorized to receive the information.

Even though the intent may be purely professional, those who engage in any of the above behavior(s), either directly or indirectly with a student(s) or in the presence of a student(s), are subjecting themselves to all possible perceptions of impropriety. Employees/individuals are advised that, when allegations of inappropriate conduct or behavior are made, the District is obligated to investigate the allegations and, if warranted, take appropriate administrative and/or disciplinary action.