

Concord School District Policy #437

Employee – Student Relations

Employees are expected to maintain courteous and professional relationships with students, maintain an atmosphere conducive to learning, through consistently and fairly applied discipline and established professional boundaries. Employees are expected to adhere to the Code of Ethics and the Code of Conduct for NH Educators.

1. Employees shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.
2. Dating between employees and students is prohibited.
3. Employees shall not make derogatory comments to students regarding the school, employees or students. This does not prohibit constructive criticism.
4. The giving or receiving of purchased gifts between employees and students must be consistent with the NH Code of Ethics for NH Educators, which requires consideration of the potential implications and possible perception of giving or accepting gifts. There should never be an expectation of reciprocity with regard to a gift.
5. Employees shall not associate with students in any situation which could be considered sexually suggestive.
6. Employees will not encourage or facilitate the use of tobacco, alcohol or drugs by students.
7. Employees are strongly discouraged from socializing with students on social networking platforms or via other electronic communications, consistent with the provisions of Policy #434.
8. Employees shall not use insults or intimidation against students as a method of forcing compliance with requirements or expectations.
9. Employees shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
10. Employees shall not send students on errands that don't pertain to school.
11. Employees shall not, beyond the bounds of their training and role, attempt to assess, diagnose or treat a student's personal problem relating to sexual behavior, substance abuse, mental or physical health and/or family relationships but, instead, should refer the student to the appropriate individual or agency for assistance.
12. Employees shall not disclose information concerning a student to any person not authorized to receive such information. This includes but is not limited to information concerning assessments, ability scores, grades, behavior, mental or physical health and/or family background.

13. A room occupied by both any student with any employee must have a door that is unlocked, with an unblocked window, except during drills or emergencies, or as necessary to serve educational or health-related purposes.
14. Employees shall not provide transportation to students and vice versa unless the school administration and student parent/guardian receive prior notice of the transportation arrangements and give consent, except in an emergency or extraordinary circumstance, in which case notifications would occur as soon as possible.

Employees who violate this policy may face disciplinary measures up to and including termination, consistent with state law and applicable provisions of collective bargaining agreements. Any employee who witnesses or learns about any of the above behaviors shall report it to the building Principal and/or Superintendent immediately.

Adopted March 2, 2020

Corresponds to NHSBA Policy GBEBB. See also Policy #580 Student Records – Information