



# California Republic Leadership Academy

## STUDENT AND STAFF CODE OF CONDUCT POLICY

The School expects all staff members, volunteers, independent contractors, board members, and all others participating in School activities (collectively, “Staff”), to maintain the highest professional, moral, and ethical standards in their conduct with students. Furthering those goals, the School is committed to ensuring that all individuals who work with or have contact with students conduct themselves in a way that is supportive, positive, professional, and non-exploitative. Staff are role models for students, whether on or off school property and both during and outside of school hours.

All School Staff are expected to abide by a professional standard of conduct and model good citizenship for students, parents, and the community. As such, interactions between Staff and students should be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students in an educational setting, and consistent with the educational mission of the School. Any type of sexual relationship, sexual contact or behavior considered sexual in nature between School Staff and an enrolled student is strictly prohibited. The prohibition applies to individuals of the same or opposite sex. It also applies whether or not the student initiates, welcomes or reciprocates the behavior.

Staff are expected to understand that even the appearance of an inappropriate relationship will adversely impact their effectiveness in the school environment. As such, Staff are strictly prohibited from forming social and/or personal relationships with students outside the classroom.

### **Prohibited Conduct**

Staff members are prohibited from engaging in any of the following behaviors with students, whether on or off School property and whether on or outside of School hours. This list is not exhaustive:

- Engaging in any romantic or sexual relationship with students, including dating, flirting, sexual contact, inappropriate physical displays of affection, kissing, or sexually suggestive comments between students and staff;
- Fostering, encouraging, or participating in emotionally or socially intimate relationships with students through communication or gift-giving;
- Initiating or continuing communications with students for reasons unrelated to any direct educational purpose, including oral or written communication, telephone calls, electronic communication such as texting, instant messaging, email, chat rooms, Facebook, or other social networking sites, webcams or photographs;
- Socializing with students outside of instructional time;
- Providing alcohol or drugs (regardless of age) to students – either prescription or illegal (unless provided pursuant to the Policy on Administration of Medications)

- Engaging in any conduct that endangers students, staff, or others, including, but not limited to, physical violence, threats of violence, or possession of a firearm or other weapon
- Engaging in harassing or discriminatory behavior towards students, parents/guardians, staff, or community members, or failing or refusing to intervene with an act of discrimination, harassment, intimidation, or bullying against a student is observed
- Possessing or viewing any pornography on school grounds, or possessing or viewing child pornography or other imagery portraying children in a sexualized manner at any time

### **Reporting Procedures**

Any person with knowledge or suspicion of an improper relationship between student and Staff must immediately report the conduct to school administration. Anonymous complaints of inappropriate fraternization by Staff with students will be investigated. Allegations of inappropriate staff-student behavior shall be promptly investigated and will be treated as confidential and private to the extent possible within legal constraints. Staff, students, and witnesses who make a good-faith report of a suspected inappropriate Staff-student relations violations, or who cooperate in inquiries or investigations related to the investigation of such a report, shall be protected from retaliation.

### **Dissemination**

The School will send to students, employees, parents or guardians of its students, school advisory committees, and other interested parties a notice of rights under this policy on an annual basis. The School will post a link to this policy on its website.

Adopted: November 6, 2023

Amended: