

RELATIONSHIPS WITH STUDENTS

6.620

I. Definitions

- A. Employee means all administrative, instructional, educational support professionals and all other employees of the School Board of Baker County, Florida, regardless of their cost center assignment.
- B. Student means any person, enrolled as a student, regardless of age, in a public school operated and maintained by the School Board of Baker County.
- C. Prohibited personal relationship means relationships between an employee and a student including, but not necessarily limited to dating, any touching of an intimate or sexual nature, sexual contact or sexual relations, any touching otherwise prohibited by law or objected to by the student, giving a gift of personal clothing or a gift having a sexual overtone, making comments of a sexual nature or reflecting sexual innuendo to or about a student, or any other like activity.

II. Prohibited Conduct

- A. All employees are prohibited from engaging in prohibited personal relationships with students.
- B. All employees are prohibited from taking a student off the premises of any school or away from a school or School Board sponsored activity without specific written permission from a student's parent, as defined by Florida Statutes, and the approval of the principal or assistant principal of the child's school or the principal or assistant principal in charge of the School Board sponsored activity.

An employee may transport a student in a situation necessary to protect a student's health, safety, or welfare. In such situations, the employee must report the emergency to the student's principal or designee without delay. If the employee is unable to have personal contact with the principal, the employee must leave a detailed message on the principal's voice-mail or communicate by e-mail.

- C. The School Board recognizes that there will be situations in which it is necessary for an authorized employee to transport a student off the premises of a school or from a school or School Board sponsored activity without parental permission, such as to a medical facility, to the student's

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home, or to a designated law enforcement agency in order to safeguard a student's health, safety, or welfare. Off-campus transport for the protection of a student's health, safety, or welfare by an authorized employee is not prohibited by this policy.

III. Duty to Report Known or Suspected Violations

- A. Any employee who has knowledge or reasonably suspects that another employee may have engaged in prohibited conduct as defined by this policy shall (must) immediately report this information to either (1) the employee's supervisor; (2) the student's principal; (3) the Director of Human Resources; or (4) the District Equity Officer (Professional Standards Coordinator). A complaint may be forwarded to the Title IX Coordinator if sexual harassment or sexual discrimination is suspected. If the Title IX Coordinator determines the allegation constitutes a potential Title IX violation, Policy 2.161 Title IX Policy Prohibiting Sexual Harassment and Sexual Discrimination will apply.
- B. An employee having knowledge or reasonable suspicion that another employee may have engaged in prohibited conduct that may constitute child abuse must also immediately report the information to the Department of Children and Families Child Abuse Hotline. If an employee is in doubt as to whether the prohibited conduct constitutes child abuse, the employee must report his or her knowledge of suspicions to law enforcement.

Note: Duty to report known or reasonably suspected institutional child abuse is in addition to the duty to report misconduct as required by paragraph III.A.

IV. Consequences

- A. A violation of this policy, including the duty to report, shall subject the employee to discipline as provided by School Board policy, law, or any applicable collective bargaining agreement up to and including termination. A violation may also subject the employee to criminal prosecution.
- B. A violation may, as applicable, constitute a violation of the *Code of Ethics of the Education Profession in Florida*, 6B-1.001, F.A.C., and/or the *Principles of Professional Conduct for the Education Profession in Florida*, 6B-1.006, F.A.C., and will be reported to the Department of Education, Professional Practices Services.

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STATUTORY AUTHORITY: 1001.41, 1001.43, F.S.

LAW(S) IMPLEMENTED: 1000.21, 1001.42, 1012.21, F.S.

STATE BOARD OF EDUCATION RULE(S): 6B-1.001, 6B-1.006

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CHAPTER 6.00 – PERSONNEL

~~STUDENT DATING PROHIBITED~~

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~~Any dating or the agreeing to date, between any employee of the district with any student enrolled in the Baker County School System is hereby prohibited. Any violation of this policy will constitute insubordination and misconduct in office and will be grounds for dismissal.~~

~~**STATUTORY AUTHORITY: 1001.41; F.S.**~~

~~**LAWS IMPLEMENTED: 1001.41, F.S.**~~

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