

ADMINISTRATIVE REGULATION
Placentia-Yorba Linda Unified School District

Personnel

4101 - AR

EMPLOYEE/STUDENT NON-FRATERNIZATION

A. Purpose and Scope

To establish procedures which will allow for the reporting and resolution of employee/student non-fraternization complaints.

B. General

All employees are expected to maintain professional, moral, and ethical relationships with students that are conducive to an effective and safe learning environment. This policy addresses a range of behaviors that include not only unlawful or improper interactions with students, but also boundary-blurring and “grooming behaviors” that undermine the professional employee/student relationship and can lead to misconduct.

C. Forms Used and Additional References

District “Non-Fraternization Reporting Form”

D. Procedure

Any person, including a student or parent, who has concerns that an employee may be engaging in conduct that violates this policy, or who is uncomfortable with a relationship or interaction between an employee and a student, shall immediately notify the principal, supervisor, or other administrator.

All school district employees and mandated reporters who have a reasonable cause to suspect that a child is the victim of child abuse, sexual abuse or exploitation, or sexual misconduct shall also immediately report the suspected abuse to Child Protective Services or law enforcement, in accordance with applicable law and PYLUSD policy. Reporting suspected abuse to the school principal or supervisor does not relieve the person from their mandated reporter responsibilities and timelines.

The administrator to whom an employee/student non-fraternization concern is reported must document, in writing, the concern and provide a copy of the documentation to the Assistant Superintendent of Human Resources. The Assistant Superintendent of Human Resources or designee will review the full history of concerns relating to the employee complained about and will take appropriate action.

Allegations of inappropriate conduct shall be promptly investigated in accordance with the procedures utilized for complaints of harassment and may include the employee being placed on administrative leave during the course of the investigation.

An employee who violates this policy may be subject to disciplinary action, up to and including termination, in accordance with all applicable disciplinary policies and procedures. When the violation involves a certificated employee, the violation may also be reported to the California Commission on Teacher Credentialing.

All employees shall annually complete the Mandated Reporter / Child Abuse training, which includes information on recognizing behaviors of child sexual abusers in the school setting and their duty to report. The Superintendent or designee shall annually inform students, parents/guardians, and all employees of Board Policy 4101 and maintain a link to the policy on school and district websites.

E. Reports Required

District "Non-Fraternization Reporting Form"

F. Record Retention

None

G. Responsible Administrative Unit

Human Resources

H. Approved by:

Kevin Lee

05/29/18

Dr. Gregory Plutko

05/29/18

Responsible Division Head Date

Superintendent

Date