

# BOARD POLICY

Placentia-Yorba Linda Unified School District

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Personnel

4101 - BP

## **EMPLOYEE/STUDENT NON-FRATERNIZATION**

The relationship between District employees and students should be one of professional cooperation and respect. All employees, whether certificated or classified, have a responsibility to conduct themselves in a manner that will maintain an atmosphere conducive to learning.

It is the policy of the Board of Education to support the development of positive relationships between and among students and employees. To that end, district employees are prohibited from engaging in a relationship with students that may be reasonably perceived as unprofessional. This includes, but is not limited to, excessive personal attention or socializing outside of school including through electronic means, dating, courtship or spending an inordinate amount of time with students as to create the impression to other students, their parents, or the public that an inappropriate relationship exists.

It is also the policy of the Board of Education to prohibit any type of sexual relationship, sexual contact or sexually-nuanced behavior between a District employee and students. This includes, but is not limited to, communications via social networking sites, text messages, emails, cell phones, and all other forms of electronic and non-electronic communication that may be viewed as inappropriate, in accordance with applicable District policies, regulations, and collective bargaining agreement provisions. This policy applies regardless if the student or the employee initiated the sexual behavior or if the student welcomes the sexual behavior and/or reciprocates the attention.

There may be circumstances that do not involve dating or courtship, but are nevertheless unprofessional. Those cases will be judged on the totality of the circumstances under the causes for discipline set forth in the Education Code and collective bargaining agreements.

The District shall promptly investigate allegations of prohibited staff/student relationships and/or inappropriate communications. The District shall utilize the investigation procedures followed for complaints of sexual harassment within the District.

Any employee who is found to have violated this policy will be subject to disciplinary action up to and including termination.

### Legal Reference:

Title XI of the Education Amendments of 1972; 20 U.S.C. and 1681.  
Education Code section 200 and 44050(a)  
Government Code section 12900

See also:

BP 4119.11 – Sexual Harassment/Personnel  
BP 5145.7 – Sexual Harassment/Students

Policy Adopted: 7/13/2010

Policy Revised: 2/13/2018