

POLICY FOR THE PREVENTION OF MISCONDUCT AND MOLESTATION

_____ School does not tolerate misconduct or molestation of students by school staff, or parent volunteers, or any independent contractor who may come into contact with students. Misconduct or molestation may include, but is not limited to the following:

- Sexual relations with students
- Inappropriate hugging or fondling of students
- Inappropriate or illegal activities with students that may include viewing pornographic material, using alcohol or illegal drugs, or meeting with students off campus and after school hours.
- Not honoring appropriate adult boundaries with students in conduct and conversations at all times.
- Not maintaining an appropriate professional student-teacher relationship by:
 - demonstrating or expressing professionally inappropriate interest in a student's personal life
 - accepting or giving or exchanging romantic or overly personal gifts or notes with a student
 - not reporting to the educator's supervisor if the educator has reason to believe a student is or may be becoming romantically attached to the educator

_____ School requires prevention of misconduct and molestation training for all school staff. It also requires training for volunteers and/or independent contractors (i.e. tutors) who may have contact with students.

_____ School requires all staff and volunteers who travel on overnight trips to review the school policy and receive chaperone training.

_____ School requires criminal background screening of all school staff, volunteers in contact with students and independent contractors on campus.

_____ School requires all students to receive training about proper interaction with adults that may include appropriate and inappropriate hugging, what to do if uncomfortable when alone with an adult, and who to contact if uncomfortable about an incident with an adult. Students are trained to understand that all complaints will be treated seriously by the adult who receives the complaint.

_____ School audits all activities in which students may be alone with adults and develops policies for appropriate adult behavior. _____ School shall appoint an administrator in charge of reviewing the audits. When possible, such activities will be documented by school administration. For example, all tutors give a schedule of tutoring sessions with the division office. All coaches post individual training sessions with the AD before the training occurs. Here are some examples of school activities that are audited:

- Tutoring sessions
- Private music lessons
- Individual coaching sessions

- Monitors for locker rooms, especially with children changing clothes
- Chaperones on overnight trips

In all other cases, _____ discourages school staff from being alone with students when not identified as a necessary school activity.

_____ School audits the school building to ensure that classrooms in which students are alone with adults have an unobstructed view to outsiders.

_____ School expects that all teachers support their peers by reminding each other of the misconduct and molestation policy if they see an adult peer alone with a child.

_____ School trains students of the appropriate reporting procedure if the student is involved in an activity with an adult that makes them feel uncomfortable or if they see an activity with another student and an adult that makes them feel uncomfortable.

_____ School trains all adults to report inappropriate behavior they observe between another adult and a student to school administration. The school also appoints an administrator in charge of training and auditing of interaction between adults and students.

_____ follow the state mandated laws about reporting suspected child abuse, misconduct or molestation.