



Employee-Student Interactions Policy

(Employee Handbook: Maintaining Healthy Educator Boundaries)

All employees are responsible for establishing, modeling, and maintaining appropriate professional boundaries with students and recent graduates. Employees must be mindful at all times of their role as educators and the inherent power imbalance in their relationships with students, and must conduct themselves in a manner that reflects the School's values and expectations.

Employees must exercise sound judgment in all interactions with students and consider how their actions and communications may be perceived by others. Interactions with students should always be appropriate, professional, and consistent with the employee's role.

Prohibited Conduct

Sexual or romantic interactions, communications, or relationships with students are strictly prohibited. Any such conduct will result in disciplinary action, up to and including termination of employment, and may result in notification to appropriate authorities.

Employees are also prohibited from engaging in inappropriate, overly personal, or emotionally dependent relationships with students.

Communication with Students

Employee communications with students must be professional and related to legitimate School purposes. Employees should avoid excessive or overly personal communication with students and should use appropriate School-approved channels whenever possible.

If a student initiates communication that is personal, emotional, or otherwise inappropriate, the employee should not engage in that communication and should seek guidance from a supervisor or School counselor.

Boundaries with Recent Graduates

The obligation to maintain appropriate boundaries extends to recent graduates. Employees must continue to serve as role models and maintain professional conduct in their interactions with former students. Sexual or romantic relationships (including communications) with former students under the age of twenty-three (23) are prohibited.

Reporting Obligations

Employees must immediately report any known or suspected violation of this policy to their Division Head. If the concern involves the Head of School, the report should be made to the Chair of the Board of Trustees.

Employees must also report any situation in which a student or recent graduate may be at risk of harm related to a potential violation of this policy.

Questions and Guidance

Employees who have questions about appropriate boundaries or who encounter uncertain situations should promptly seek guidance from their Division Head or another appropriate administrator.

This policy is provided in accordance with California Education Code Section 44050. It is included in the School's Employee Handbook and is made available to parents and guardians annually.