

**All Personnel**

**PROFESSIONAL STANDARDS**

The Governing Board expects district employees to maintain the highest ethical standards, exhibit professional behavior, follow district policies and regulations, and abide by state and federal laws. Employee conduct should enhance the integrity of the district and advance the goals of the district's educational programs. Each employee should make a commitment to acquire the knowledge and skills necessary to fulfill his/her responsibilities and should focus on his/her contribution to the learning and achievement of district students.

*(cf. 0200 - Goals for the School District)*  
*(cf. 4112.2 - Certification)*  
*(cf. 4119.1/4219.1/4319.1 - Civil and Legal Rights)*  
*(cf. 4131 - Staff Development)*  
*(cf. 4231 - Staff Development)*  
*(cf. 4331 - Staff Development)*

The Board encourages district employees to accept as guiding principles the professional standards and codes of ethics adopted by educational or professional associations to which they may belong.

*(cf. 2111 - Superintendent Governance Standards)*  
*(cf. 9005 - Governance Standards)*

**Staff Conduct with Students**

The Board expects all employees to exercise good judgment and maintain professional standards and boundaries when interacting with students both on and off school property. Inappropriate employee conduct shall include, but not be limited to, engaging in harassing or discriminatory behavior; engaging in inappropriate socialization or fraternization with a student; soliciting, encouraging, or establishing an inappropriate written, verbal, or physical relationship with a student; furnishing tobacco, alcohol, or other illegal or unauthorized substances to a student; or engaging in child abuse.

*(cf. 0410 - Nondiscrimination in District Programs and Activities)*  
*(cf. 4040 - Employee Use of Technology)*  
*(cf. 5131 - Conduct)*  
*(cf. 6163.4 - Student Use of Technology)*

An employee who observes or has evidence of inappropriate conduct between another employee and a student shall immediately report such conduct to the principal or Superintendent or designee. An employee who has knowledge of or suspects child abuse shall file a report pursuant to the district's child abuse reporting procedures as detailed in AR 5141.4 - Child Abuse Prevention and Reporting.

*(cf. 5141.4 - Child Abuse Prevention and Reporting)*

Any employee who is found to have engaged in inappropriate conduct with a student in violation of law or this policy shall be subject to disciplinary action.

## Board Policy 4119.21 (b)

(cf. 4118 - Suspension/Disciplinary Action)  
(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

### **Legal Reference:**

#### **EDUCATION CODE**

200-262.4 *Prohibition of discrimination on the basis of sex*

#### **PENAL CODE**

11164-11174.4 *Child Abuse and Neglect Reporting Act*

#### **CODE OF REGULATIONS, TITLE 5**

80331-80338 *Rules of conduct for professional educators*

### **Management Resources:**

#### **COUNCIL OF CHIEF STATE SCHOOL OFFICERS PUBLICATIONS**

*Standards for School Leaders, 1996*

#### **NATIONAL EDUCATION ASSOCIATION PUBLICATIONS**

*Code of Ethics of the Education Profession, 1975*

### **Web Sites**

CSBA: <http://www.csba.org>

Association of California School Administrators: <http://www.acsa.org>

California Department of Education: <http://www.cde.ca.gov>

California Federation of Teachers: <http://www.cft.org>

California School Employees Association: <http://www.csea.com>

California Teachers Association: <http://www.cta.org>

Commission on Teacher Credentialing: <http://www.ctc.ca.gov>

Council of Chief State School Officers: <http://www.ccsso.org>

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**WEST SONOMA COUNTY UHSD**

Sebastopol, CA