

STAFF CONDUCT WITH STUDENTS

FILE: GBEBB-R1

1. Employees and persons operating under the auspices of ACPS shall not engage in improper relationships with students. The characteristics of such relationships may include, but are not limited to, the following proscribed behaviors:
 - A. Communications with students during school, outside of school, or through the use of media which are beyond the bounds of the employee's educational duties to the student. Individual communications with students should be made through school sanctioned media or mass communications with entire groups of students (i.e. teams, clubs, etc.). Inappropriate communications include, but are not limited to, verbal abuse and sexual or racial innuendo.
 - B. Touching of students for any improper purpose. Judiciously used, touching of students for purpose of acceptance, consolation or encouragement is acceptable.
 - C. Imposing discipline on a student for any reason unrelated to the student's educational welfare, or to promote a personal agenda.
 - D. Use of grades or student evaluation or any purpose other than to reflect the status of student achievement.
 - E. Exploitation, humiliation, or verbal abuse of a student or grooming of a student to promote a personal agenda.
 - F. Use of threats or gifts or promises of gifts in exchange for any type of improper consideration from the student.
 - G. Being alone with a student for the pursuit of an improper relationship.
 - H. Bullying, harassment, or intimidation (as defined in Policy JBA) of a student.
2. Employees and persons operating under the auspices of ACPS shall meticulously follow all instructions from their supervisors dealing with interpersonal communications with students.
3. All employees and persons operating under the auspices of ACPS shall report observed and rumored violations of this policy to their immediate supervisor, and to CPS when required by law.
4. Student attempts to promote an improper relationship with a staff member must be reported to the staff member supervisor as soon as possible.
5. Employees who enlist the assistance of persons not employed by ACPS in order to assist with ACPS programs shall use due diligence to assure that such persons do not constitute a threat to students and that they will comply with these regulations. Employees who enlist such persons shall also meticulously supervise the performance of such enlistees in order to assure compliance with these regulations. All such enlistees shall be reported in writing to the principal within a reasonable time period prior to any interaction with students.
6. Violations of these regulations may constitute grounds for suspension or dismissal and may result in discipline up to and including termination.
7. Supervisors will document all reported violations of this policy and regulation. Substantiated violations or a pattern of behavior will be referred to the appropriate supervisor for possible action.

Board Reviewed
08/12/2025

Superintendent Approved
08/12/2025