



Volunteer Training:

East Penn
School District

Maintaining Professional Adult/Student Boundaries - See School Board Policy #824 Frequently Asked Questions (FAQs)

All adults shall be expected to maintain professional, moral and ethical relationships with district students that are conducive to an effective, safe learning environment.

What is Prohibited Conduct?

Adults shall be prohibited from dating, courting, or entering into or attempting to form a romantic or sexual relationship with any student enrolled in the district, regardless of the student's age. Students of any age are not legally capable of consenting to romantic or sexual interactions with adults.

This includes, but is not limited to:

1. Sexual physical contact.
2. Romantic flirtation, propositions, or sexual remarks.
3. Sexual slurs, leering, epithets, sexual or derogatory comments.
4. Personal comments about a student's body or personal characteristics.
5. Sexual jokes, notes, stories, drawings, gestures or pictures.
6. Spreading sexual or romantic rumors.
7. Touching a student's body or clothes in a sexual or intimate way.
8. Accepting massages, or offering or giving massages other than in the course of injury care administered by an athletic training, coach, or health care provider.
9. Restricting a student's freedom of movement in a sexually intimidating or provocative manner.
10. Displaying or transmitting sexual objects, pictures, or depictions.

Examples of prohibited conduct that violates professional boundaries include, but are not limited to:

1. Disclosing personal, sexual, family, employment concerns or other private matters to one or more students.
2. Exchanging notes, emails or other communications of a personal nature with a student.
3. Giving personal gifts, cards or letters to a student without written approval from the building principal.
4. Touching students without a legitimate educational reason. (Reasons could include the need for assistance when injured, a kindergartner having a toileting accident and requiring assistance, appropriate coaching instruction, or appropriate music instruction).

5. Singling out a particular student or students for personal attention or friendship beyond the ordinary professional adult-student relationship.
6. Taking a student out of class without a legitimate educational reason.
7. Being alone with a student behind closed doors without a legitimate educational reason.
8. Initiating or extending contact with a student beyond the school day or outside of class times without a legitimate educational reason .
9. Sending or accompanying a student on personal errands.
10. Inviting a student to the adult 's home.
11. Going to a student's home without a legitimate educational reason .
12. Taking a student on outings without prior notification to and approval from both the parent / guardian and the building principal.
13. Giving a student a ride alone in a vehicle in a non-emergency situation without prior notification to and approval from both the parent / guardian and the building principal.
14. Addressing students or permitting students to address adults with personalized terms of endearment, pet names, or otherwise in an overly familiar manner.
15. Telling a student personal secrets or sharing personal secrets with a student.
16. For adults who are not guidance / counseling staff, psychologists , social workers or other adults with designated responsibilities to counsel students, encouraging students to confide their personal or family problems and/ or relationships. If a student initiates such discussions, the student should be referred to the appropriate school resource.
17. Furnishing alcohol , drugs or tobacco to a student or being present where any student is consuming these substances.
18. Engaging in harassing or discriminatory conduct prohibited by other district policies or by state or federal law and regulations.

**East Penn School District—Volunteer: Maintaining Professional Adult/Student Boundaries
Training FAQs (Continued)**

How do I report inappropriate or suspicious conduct?

Any person who has concerns about or is uncomfortable with a relationship or interaction between an adult and a student, shall immediately notify the Superintendent, building principal or any other administrator. All volunteers who have reasonable cause to suspect that a child is the victim of child abuse, shall immediately report the suspected abuse, in accordance with applicable law, regulations and Board policy.

A volunteer who violates professional boundaries, may be prohibited from working or serving in district schools for an appropriate period of time or permanently, as determined by the Superintendent or designee.