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Descriptor Term:
EMPLOYEE STUDENT RELATIONS

Descriptor Code:
7.1600

Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 *et seq.*, 34 C.F.R. pt. 106; G.S. 14-27.7, -202.4; 115C-47(18); 16 N.C.A.C. 6C .0601, .0602; State Board of Education Policy TCP-C-014

Cross References: 1.7100 Prohibition Against Discrimination, Harassment and Bullying;
1.7200/4.3501/7.1512 Discrimination, Harassment and Bullying Complaint Procedures; 7.4940 Employee Responsibilities

For the purposes of this policy, the term “employees” includes, but is not limited to, all employees, volunteers, student teachers, independent contractors and school resource officers, however, “employees” but does not include employees of the school system who are students enrolled in a public school system.

The relationship between employees and students should be one of cooperation, understanding, and mutual respect. Employees have a responsibility to provide an atmosphere conducive to learning, and to motivate each student to perform to his/her capacity.

Employees shall strive to secure individual and group discipline, and should be treated with respect by the students.

Employees are expected to model the behavior expected of students in employee-student relationships.

Employees are exposed daily to a great deal of confidential information. Keeping information confidential is a job requirement for all employees. Employees shall not disseminate, release, disclose or discuss confidential information to or with relatives or others not employed by the school system. Employees shall only disseminate, release, disclose or discuss confidential information to or with other school employees as it is necessary to the benefit of the individual or to carry out the objectives of the system. Violation of this requirement may result in disciplinary action including.

All employees, except student employees, are prohibited from dating, courting, or entering into a romantic or sexual relationship with any student enrolled in any public school system, regardless of the student's age. Romantic or sexual advances toward students by employees or romantic or sexual relationships between school system employees and students enrolled in any public school system are never appropriate, whether or not they are consensual or otherwise outside the definition of sexual harassment. Such relationships are prohibited. Employees engaging in such inappropriate conduct or relationships shall be subject to disciplinary action, up to and including dismissal, and may be subject to criminal prosecution as provided in the North Carolina General Statutes.

Employees are to maintain an appropriate relationship with students at all times. Having a public personal website or online networking profile or allowing access to a private website or private online networking profile is considered a form of direct communications with students. Employees are encouraged to block students from viewing any material or profiles that are not age appropriate. Any employee found to have created and/or posted inappropriate content on a website or profile that has a negative impact on the employee's ability to perform their job as it relates to working with students will be subject to discipline, up to and including dismissal.

Any employee who has reason to believe that another employee is inappropriately involved with a student, as described above, shall report this information to the Superintendent or the Assistant Superintendent for Human Resources. An employee who fails to inform the Superintendent or the Assistant Superintendent for Human Resources of a reported or suspected inappropriate relationship between an employee and a student may be subject to disciplinary action, up to and including dismissal.