

## Employee Student Relations

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*See also GBEBD, JICDAA, GBEBE*

Staff members are expected to maintain courteous and professional relationships with students, maintain an atmosphere conducive to learning through consistently and fairly applied discipline, and established professional boundaries.

No Portsmouth School Department employee or volunteer shall engage in a sexual relationship of any kind with a student of the School Department regardless of the age of the student, while the student is enrolled in the school system. Violation of this policy will result in dismissal.

1. Staff members shall not make derogatory comments to students regarding the school and/or its staff.
2. The exchange of purchased gifts between staff members and students is discouraged.
3. Staff members shall not fraternize, written or verbally, with students, except on matters that pertain to school-related issues.
4. Staff members shall not associate with students in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol, or drugs.
5. Dating between staff members and students is prohibited.
6. Staff members shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.
7. Staff members shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
8. Staff members shall not send students on personal errands.
9. Staff members shall, pursuant to law and Portsmouth School Board policy, immediately report any suspected signs of child abuse or neglect.
10. Staff members shall not attempt to counsel, assess, diagnose, or treat a student's personal problem relating to sexual behavior, substance abuse, mental, or physical health, and/or family relationships but, instead, should refer the student to the appropriate individual or agency for assistance.
11. Staff members shall not disclose information concerning a student, other than directory information, to any person not authorized to receive such information. This includes, but is not limited to, information concerning assessments, ability scores, grades, behavior, mental, or physical health, and/or family background.
12. Staff members who violate this policy may face disciplinary measures, up to and including termination, consistent with state law and applicable provisions of a collective bargaining agreement.
13. Any employee who witnesses or learns of any of the above behaviors shall report it to the building principal or Superintendent immediately.