

STAFF-STUDENT RELATIONS

Staff members shall be expected to regard each student as an individual and to accord each the rights and respect due any individual. The role of staff shall be seen not as dictator or controller, but as a resource person, aide, and guide in the learning process. Students shall be treated with courtesy and consideration. Neither insults nor sarcasm shall be used as a way of forcing compliance with a staff member's requirements or expectations.

Unless necessary to serve an educational or health-related purpose:

1. Staff members shall avoid partiality and the appearance of impropriety with students.
2. Staff members are expected to use good judgement in their relationships with students both inside and outside of the school context.
3. Staff members shall not make derogatory comments to students regarding the school and/or its staff.
4. The exchange of purchased gifts between staff members and students is discouraged.
5. Staff members shall not fraternize, written or verbally, with students except on matters that pertain to school-related issues.
6. 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.
7. Dating between staff members and students is prohibited.
8. Staff members shall maintain a reasonable standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities.
9. Staff members shall not send students on personal errands.
10. Staff members shall, pursuant to law and board policy, immediately report any suspected signs of child abuse or neglect.
11. 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.
12. 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.
13. Unless necessary to serve an educational or health-related purpose, staff members will not be alone in a room with a student with the door closed, locked, or with the lights off.
14. Staff members are discouraged from socializing with students on social networking websites.
15. Employees and students are expected to regard each other as individuals to be treated with courtesy and respect.

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.

**STAFF-STUDENT RELATIONS
(Continued)**

Any employee who witnesses or learns of any of the above behaviors shall report it to the building Principal or Superintendent immediately.

Adoption and Incorporation of Standards of Code of Ethics and Code of Conduct for New Hampshire Educators.

The Board incorporates by reference and adopts as independent ethical standards relative to employment in the District the provisions of the New Hampshire Code of Ethics and Code of Conduct for New Hampshire Educators (the “NH Code of Ethics” and the “NH Code of Conduct”), as the same may be amended by the State from time to time.

Each student is urged to regard staff members as people with specific knowledge and capabilities, which can be well utilized to advance the student’s own knowledge and development.

Students shall be expected to regard staff members as individuals, employed to provide direct or indirect contributions to learning. While students are to have considerable latitude in making choices for themselves, they shall be required to respect the rights of staff members (and other students as well) and interference with those rights shall not be condoned. No student shall have the right to interfere with the efforts of instructional staff to coordinate or assist in learning, to disseminate information for purposes of learning, or to otherwise implement a learning program. Nor shall a student have the right to interfere with the motivation to learn or the learning activities and efforts of other students.

Legal References:

N.H. Dept. of Education Administrative Rule – Ed 303.01

N.H. Dept. of Education Administrative Rule – Ed 510.01- 510.05, Code of Conduct for NH Educators

N.H. Dept of Education, Code of Ethics for NH Educators

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