

YORK SCHOOL NOTICE OF STUDENT/FACULTY INTERACTIONS
2018

The following York School policy governs employee and faculty interactions with students and is provided in accordance with California Education Code section 44050.

STUDENT / FACULTY INTERACTIONS

York School employees and faculty members must maintain professional relationships with students both on and off the campus. Professional relationships between School employees and students are beneficial, and York School encourages employees and faculty members to strive to make a real difference in the lives of their students by cultivating such relationships. As a matter of sound judgment and professional ethics, however, School employees and faculty members have a responsibility to avoid any apparent or actual conflict between their professional responsibilities and personal relationships with students. In light of this responsibility, the following rules have been developed regarding interactions between faculty and students and the educational process:

- Employees and faculty are not permitted to initiate or accept personal social network relationship requests with current students or former students/alumni under the age of 18 and must use professional discretion when social networking with alumni 18 and over.
- Employees and faculty may not contribute to or be present with students in any situation where civil law and/ or school rules are violated.
- Students must be viewed as the “restricted individuals” they are, that is, they are not independent and they are not adults. Wherever students are and whatever they do should be with the explicit knowledge of the parents or guardian. Students are not adults and are not permitted independent decisions. All involvements/interactions with students should be approached from this premise.
- Caution and professional demeanor, language, and conduct are to be observed in all interactions with students.
- Students are never allowed to go to an employee or faculty member’s home unless it is a school-sponsored or school-related event and unless approved in advance by the Head of School.
- Transporting students in privately owned vehicles to school-sponsored or school-related events is strictly prohibited unless approved in advance by the Head of School.
- Student trips must have a sufficient number of adult chaperones to preclude the appearance of inappropriate personal involvement with students.

- Games or sports activities with students should be engaged in only in the presence of others, or in a place openly accessible/visible to others.
- An employee or faculty member may not date a student or engage in any personal or romantic relationship. A breach of this rule will result in immediate dismissal.
- Employees and faculty members must avoid assuming the role of a “father or mother figure,” which tends to create an excessive emotional attachment for all parties.
- Employees and faculty members must never misuse or exploit their authority in their dealings with students.
- While in a room with a student or when a student is present, the door should remain open, or there should be clear visibility through door windows.
- Discussions of a sexual nature must always take place in an appropriate educational context. Sexual jokes, slang or innuendo must be avoided when interacting with students.
- Topics or vocabulary, which could not comfortably be used in the presence of parents or the Head of School shall not be used with students.
- Alcohol shall not be consumed in the presence of students, unless the administration has authorized its use at a School-sponsored event, nor should alcohol be used irresponsibly prior to attending School events.
- Employees and faculty members must respect the physical boundaries of their students. Students must never be touched punitively, nor should they be touched in any way that could be construed as inappropriately affectionate.

All employees must adhere to the rules stated in this policy. Any violation of this policy may result in disciplinary action, up to and including termination of employment.

If there are questions about this and any other York School Policies, please contact the Business Office.