

Student-Employee Interaction

Article I, Section 28(c) of the California Constitution requires that all students are provided a safe and secure learning environment.

The District requires all of its employees to act in a manner that reflects professional, moral, and ethical practices within established boundaries. The Board prohibits interactions that compromise student safety at school or at school-sponsored or school-related activities. The Board also prohibits retaliatory behavior or action against any person who reports, files a complaint, testifies, or otherwise participates in district complaint processes. Violations of this policy may include disciplinary action up to and including termination.

Additionally, this policy endeavors to:

- Protect employees from engaging in student-employee interactions which may result in false allegations;
- Maintain the integrity of the teaching profession and of public education; and
- Maintain public trust and confidence in the safety of our schools.

Therefore, it is the policy of the District that all employees:

1. Communicate and interact with students through appropriate methods and in a manner that respects the student's right to a safe and secure environment per the California Constitution.
2. Conduct themselves at all times in a manner that adheres to District governing policies.
 - BP 4119.11 Sexual Harassment
 - BP 4119.21 Code of Ethics
 - BP 5137 Positive School Climate
 - BP 5145.13 Non Discrimination/Harassment
 - BP 5145.7 Sexual Harassment-Students
3. Maintain appropriate boundaries with students that are consistent with their role, duties, responsibilities, and within accepted norms of behavior for educators.
4. Recognize their individual responsibilities to take immediate action and immediately report to a direct supervisor or the Title IX Coordinator in Human Resources when they witness, overhear, recognize, or otherwise become aware of prohibited or unauthorized student-employee interactions.
5. Recognize their individual responsibilities as mandated reporters apply to school, home, and other environments where a student may be exposed to emotional, physical, and sexual abuse including neglect.

BP 5149

Legal Reference:
CALIFORNIA CONSTITUTION
Article 1, Section 28(c)
CALIFORNIA CODE OF REGULATIONS TITLE 5
SECTION 4621
SECTION 4622
SECTION 4900
SECTION 4950
EDUCATION CODE
200-262.4 Prohibition of discrimination
PENAL CODE
11164-11174.4 Child Abuse and Neglect Reporting Act

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LONG BEACH UNIFIED SCHOOL DISTRICT