

**EMPLOYEE-STUDENT RELATIONS**

In their association with students, all School employees will set examples that are an important part of the educational process. Their manner, dress, courtesy, and attitudes establish models that affect the development of young people. The Board expects its staff members to set exemplary standards, as well as provide exemplary instruction. 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.

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

1. Staff members will 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 will 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 will not fraternize, written or verbally, with students except on matters that pertain to school-related issues.
6. Staff members will 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 will not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.
9. Staff members will maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
10. Staff members will not send students on personal errands.
11. Staff members will, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.
12. Staff members will 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.
13. Staff members will 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.
14. Unless necessary to serve an educational, health-related, or security purpose, staff members will not be alone in a room with a student with the door closed, locked, or with the lights off.
15. Staff members are discouraged from socializing with students on social networking websites.

**EMPLOYEE-STUDENT RELATIONS  
(continued)**

16. Employees and students will be 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.

Any employee who witnesses or learns of any of the above behaviors will 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.

**Legal References:**

NH Education Department Administrative Rule – Ed 303.01

NH Education Department Administrative Rule – Ed 510.01- 510.05, Code of Conduct for NH Educators

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

Proposed: 04/03/2000

Adopted: 05/01/2000

Proposed: 12/04/2006

Adopted: 01/22/2007

Proposed: 03/16/2015

Adopted: 04/20/2015

Proposed: 11/21/2022

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NHSBA Review: 04/04/14