

THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 800 Operations

TITLE: Maintaining
Professional Adult/Student
Boundaries

ADOPTED: February 15, 2018

REVISED:

824 MAINTAINING PROFESSIONAL ADULT/STUDENT BOUNDARIES

Authority

This policy applies to District employees, volunteers, student teachers, and independent contractors and their employees who interact with students or are present on school grounds. For purposes of this policy, such individuals are referred to collectively as adults. The term *adults* as used in this policy, does not include District students who perform services on a volunteer or compensated basis. This policy applies to all District related or sponsored activities whether or not the activities take place on district property, including but not limited to teaching, counseling, athletics, extracurricular activities, treatment of a student's physical injury or other medical needs, school administration or other purposes within the scope of the adult's job duties.

All adults shall be expected to maintain professional, moral and ethical relationships with District students that are conducive to an effective, safe learning environment. This policy addresses a range of behaviors that include not only obviously unlawful or improper interactions with students, but also precursor grooming and other boundary-blurring behaviors that can lead to more egregious misconduct.

The School Reform Commission directs that all adults shall be informed of conduct that is prohibited and the disciplinary actions that may be applied for violation of SRC policies, administrative procedures and rules and the School District of Philadelphia Employee Code of Ethics, where applicable.

This policy is not intended to interfere with appropriate pre-existing personal relationships between adults and students and their families that exist independently of the District or to interfere with participation in civic, religious or other outside organizations that include District students.

Definition

For purposes of this policy, legitimate educational reasons include matters or communications related to teaching, counseling, athletics, extracurricular activities, treatment of a student's physical injury or other medical needs, school administration or other purposes within the scope of the adult's job duties.

Delegation of Responsibility

The Superintendent or designee shall annually inform students, parents/guardians, and all adults regarding the contents of this policy through employee and student handbooks, posting on the District website, and by other appropriate methods.

The building principal or designee shall be available to answer questions about behaviors or activities that may violate professional boundaries as defined in this policy.

Independent contractors doing business with the district shall ensure that their employees who have interaction with students or are present on school grounds are informed of the provisions of this policy.[1]

Mandatory Regulatory Guidelines

Adults shall establish and maintain appropriate personal boundaries with students and not engage in any behavior that is prohibited by this policy or that creates the appearance of prohibited behavior as indicated in the administrative procedures. The Superintendent or designee shall create administrative procedures including the following guidance.

1. Prohibited Conduct
2. Reporting inappropriate or suspicious conduct
3. Investigating reports of inappropriate or suspicious conduct
4. Disciplinary action
5. Training

Legal References:

1. Pol. 818 - Contracted Services
2. Pol. 103 - Nondiscrimination in School and Classroom Practices
3. Pol. 103.1 - Nondiscrimination-Qualified Students With Disabilities/Protected Handicapped Students
4. Pol. 248 - Unlawful Harassment of Students
5. Pol. 815 - Acceptable Use of Internet, Technology and Network Resources
6. 23 Pa. C.S.A. 6311
7. Pol. 806 - Child Abuse
8. 24 P.S. 2070.9a
9. Pol. 317.1 - Educator Misconduct
10. 24 P.S. 1302.1-A
11. 24 P.S. 1303-A

- 12. 22 PA Code 10.2
- 13. 22 PA Code 10.21
- 14. 22 PA Code 10.22
- 15. Pol. 805.1 - Relations With Law Enforcement Agencies
- 16. Pol. 348 - Unlawful Harassment
- 17. Pol. 317 - Conduct/Disciplinary Procedures
- 18. 18 Pa. C.S.A. 3124.2
- 19. 24 P.S. 2070.9f

Related Information:

- 24 P.S. 510
- 22 PA Code 235.1 et seq
- 24 P.S. 2070.1a et seq
- 23 Pa. C.S.A. 6301 et seq
- Philadelphia Home Rule Charter - 12-300