

STAFF-STUDENT RELATIONS

The relationship between the teacher and the student should be one of cooperation, understanding and mutual respect. The teacher has the responsibility to provide an atmosphere conducive to learning and to motivate each student to perform to her/his capacity.

Staff members are expected to regard each student as an individual and to accord each the rights and respect due to any individual. Neither insults, disparaging names, nor sarcasm shall be used as a way of forcing compliance with a staff member's requirements or expectations.

The Ledyard Board of Education believes that students and staff members should interact with each other in a warm, open, and positive fashion. There must be maintained, however, a certain distance in order to preserve the businesslike atmosphere that is necessary to achieve the educational mission of the school.

In recognition of the fact that sexual harassment, whether verbal or physical, may create a psychologically harmful atmosphere, inhibit performance, undermine the integrity of the staff-student relationship and constitute a form of illegal sex discrimination, the Board prohibits all forms of sexual remarks or conduct between any District employee and students of the District.

Staff members shall maintain professional relationships with students that are conducive to an effective educational environment. Staff members shall not have any interaction of a sexual nature with any student at any time regardless of the student's age, status or consent.

Adults who have contact with children and adolescents through school activities have the responsibility to not betray or misuse their privileged position. Students develop a special trust in school staff by virtue of the school system's authority and the important role the schools play in the students' lives. Adults must never take advantage of a student's vulnerability or of their confidence that adults in school will behave appropriately in relationships with them.

It is the policy of the Board to prohibit any sexual relationship, contact or sexually nuanced behavior or communication (verbal or non-verbal) between a staff member and a student while the student is enrolled in the school system. The prohibition extends to students of the opposite sex or the same sex as the staff member and applies regardless of whether the student or the staff member is the initiator of the behavior and whether or not the student welcomes or reciprocates the attention.

It is the responsibility of each school administrator to emphasize the requirements of this policy and to provide appropriate follow-up on any complaint or evidence of failure to follow this policy and related regulations.

Related Policies:

4115.1 / 4215.1 – Athletic Coaches

4115.2 – LHS Athletic Director

4117.1 / 4217.1 – Physical Exercise and Student Discipline

4117.4 – Termination, Non-renewal and Suspension

4117.5 – Termination of Employment

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4118.112 / 4218.112 / 5145.5 – Sexual and Other Forms of Harassment
4118.113 – Bullying
4118.4 – Electronic Mail
4118.5 – Acceptable Computer Network Use
4118.6 / 4218.6 – Use of Electronic Communications and Social Media
4119 / 4219 – Staff Conduct
4217.4 – Dismissal and Suspension
5141.4 – Reporting of Child Abuse and Neglect

Legal References:

Connecticut General Statutes:

10-151. Employment of teachers. Definitions. Notice and hearing on failure to renew or termination of contract. Appeal.

10-222e. Policy on evaluation and termination of athletic coaches.

53a-71. Sexual assault in the second degree: Class C or B felony.

Policy adopted: July 6, 2005

Policy revised: August 20, 2014