

POLICY: PROFESSIONAL BOUNDARIES AND CONDUCT

La Academia Dolores Huerta Charter Middle School

All staff shall maintain professional, ethical, and appropriate relationships with students at all times, on or off school property and during or outside school hours. Staff are in positions of trust and authority and must always act in the best interests of students, serving as positive role models and protecting students from harm.

Professional Boundaries

Staff must maintain clear physical, emotional, and professional boundaries with students, regardless of a student's age, perceived consent, location, or supervision status. Interactions with students must have a legitimate educational purpose and be professional, non-sexual, and unambiguous in nature. Any conduct that creates the appearance of impropriety or blurs professional boundaries is prohibited.

Prohibited Conduct

Staff are strictly prohibited from engaging in romantic, sexual, flirtatious, or intimate relationships with students of any age. Boundary-violating behaviors—including grooming, excessive personal attention, inappropriate physical contact, private or secret communications, gift-giving, socializing outside approved activities, or misuse of electronic communications—are not permitted. Hazing, harassment, bullying, or exploitation of students is strictly prohibited.

Electronic Communication

Electronic communication with students must be transparent, professional, and conducted only through district-approved systems or with appropriate authorization. Personal accounts, social media, and private messaging with students for non-educational purposes are prohibited.

One-on-One Interactions

One-on-one instruction, mentoring, counseling, or tutoring must occur in visible, authorized settings and, when outside normal school hours or off-site, require administrative approval and parent/guardian consent.

Reporting and Duty of Care

All staff have a duty of care to protect students and are required to immediately report suspected boundary violations, inappropriate conduct, abuse, or misconduct to the principal, human resources, or appropriate administrator. Retaliation against individuals who report concerns is prohibited.

Investigation and Discipline

All reports will be promptly investigated. Violations of this policy may result in disciplinary action, up to and including termination, and may be reported to appropriate state authorities as required by law.

Training and Applicability

This policy applies to all employees, volunteers, contractors, and individuals with access to students. Annual training will be provided. The policy supplements, and does not replace, applicable laws and other district policies.

Exceptions

Only emergency situations or legitimate educational needs may justify limited deviation from certain boundary expectations. No exception is permitted for romantic or sexual conduct with students.