



Huntington Beach Union High School District Board Policies and Administrative Regulations

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All Personnel

Staff/Student Policy

The relationship between the school employee and the student should be one of professional cooperation and respect. All employees, whether certificated or classified, have a responsibility to conduct themselves in a manner that will maintain an atmosphere that is conducive to learning.

It is the policy of the Board of Trustees to prohibit any type of close personal relationship between a school employee and a student that may be reasonably perceived as unprofessional, such as excessive personal attention outside of school, or dating. This includes internet chat rooms, social network services, cell phones, and all other forms of electronic communication. School employees shall not entertain students, socialize with students or spend an excess amount of time with students in such a manner as to reasonably create the impression to other students, their parents, or the public that a dating relationship exists.

It is also the policy of the Board of Trustees to prohibit any type of sexual relationship, sexual contact or sexually-nuanced behavior between a school employee and an enrolled student. This prohibition applies to students of the same or opposite sex as the school employee. It also applies regardless of whether the student or the school employee initiated the sexual behavior and whether or not the student welcomes the sexual behavior and/or reciprocates the attention.

The district shall promptly investigate all reasonable allegations of prohibited staff/student relationships. The district shall utilize the investigation procedures followed for complaints of sexual harassment within the district.

(cf. 4119.11 – Sexual Harassment/Personnel)
(cf. 5145.7 – Sexual Harassment/Students)

Legal Reference:

Title IX of the Education Amendments of 1972; 20 U.S.C. § 1681

Policy Adopted: 12/08/09