

## Applicable Laws

Code of Professional Conduct Chapter 181-87-WAC

and

Washington State Law, RCW 28A.400.317 *Physical abuse or sexual misconduct by school employees* "Duty to report" Training states that:

- 1) A certificated or classified school employee who has knowledge or reasonable cause to believe that a student has been a victim of physical abuse or sexual misconduct by another school employee, shall report such abuse or misconduct to the appropriate school administrator...

If it is determined that an employee or volunteer engaged in or solicited any prohibited acts, including but not limited to inappropriate boundary invasion, sexual contact or romantic relationships, with a student or minor as defined in this directive, the employee will be subject to immediate discipline.

## Documenting reports of Inappropriate Boundary Invasion

Contact your supervisor or Title IX Officer:

Daman Hunter

Assistant Superintendent of Human Resources

Phone: (253) 931-4932

E-mail: [dhunter@auburn.wednet.edu](mailto:dhunter@auburn.wednet.edu)

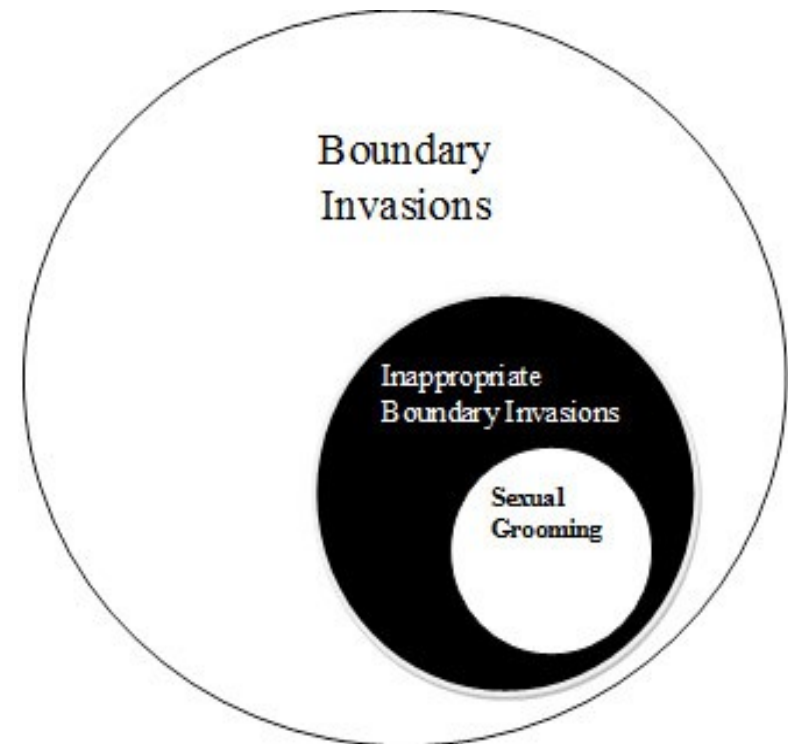
Website: [www.auburn.wednet.edu](http://www.auburn.wednet.edu)

### NONDISCRIMINATION STATEMENT

Auburn School District complies with all federal rules and regulations and does not illegally discriminate on the basis of age; gender; race; color; creed; religion; national origin (including language); sex; sexual orientation including gender expression or identity; honorably discharged veteran or military status; the presence of any sensory, mental or physical disability; the use of a trained dog guide or service animal; and provides equal access to the Boy Scouts and other designated youth groups.

Inquiries regarding compliance procedures may be directed to: Daman Hunter at (253) 931-4932, Title IX Officer and Section 504, ADA and Civil Rights Compliance Coordinator.

# IDENTIFYING AND PROHIBITING INAPPROPRIATE BOUNDARY INVASION



# *Boundary Invasion Issues*

- Taking an undue interest in a student (i.e., having a “special” friend or a “special relationship” with a particular student).
- Favoring certain students by giving them special privileges.
- Intentionally allowing the student to get away with inappropriate behavior.
- Giving gifts or money to the student.
- Engaging peer-like behavior with students.
- Touching students for no educational or health reason (i.e., being overly “touchy”).
- Hugging, kissing or other physical contact including when the student does not want this attention.
- Having personal secrets with a student.
- Initiating or extending contact with students beyond the school day and school approved activities.
- Taking the student on outings, away from protective adults, including personal outings.
- Visiting the student’s home without supervisor’s approval.
- Inviting students to the teacher’s personal home.
- Being alone with the student behind closed doors at school.
- Talking to the student about the educational practitioner’s personal problems.
- Talking to the student about the student’s personal problems to the extent that the adult becomes a confidant of the student when it is not the adult’s job to do so.
- Engaging in talk with students containing sexual innuendo or banter.
- Telling sexual jokes to students.
- Talking with a student about sexual topics that are not related to a specific curriculum.
- Showing pornography to the student.
- Giving students rides in staff member’s personal vehicle in a non-emergency situation.
- Using e-mail, text-messaging, social networking sites, or instant messaging to contact and/or discuss personal topics or interests with students.
- Invading the student’s privacy (i.e., walking in on the student in the bathroom).
- Or any combination of the above or similar conduct.