

 TUCSON UNIFIED SCHOOL DISTRICT GOVERNING BOARD REGULATION	REGULATION TITLE: Staff Conduct with Students
	REGULATION CODE: GBEBB-R

Professional Boundaries

All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct in violation of Governing Board Policy GBEBB, and may result in disciplinary action.

Conduct Prohibited Under Any Circumstance

- A. Engaging in sexual activity, a romantic relationship, or dating of a student.
- B. Making any sexual advance – verbal, written, or physical – towards a student.
- C. Showing lewd, profane or pornographic materials (pictures or words) to a student.
- D. Engaging in talk containing sexual innuendo or sexual banter with students or telling sexual jokes.
- E. Use of profane, discriminatory, or abusive language, symbols, or conduct. This includes, but is not limited to, the use of any language or conduct that would meet the definition of “discrimination” in [Governing Board Policy AC](#).

Inappropriate actions and behaviors when there is no legitimate health or educational purpose

- A. Engaging in peer-like behavior with students.
- B. Talking to the student about the student’s personal problems and becoming the student’s confidante instead of referring the student to the appropriate resource that may provide the appropriate support.
- C. Initiating or extending contact with students beyond the school day for personal purposes.
- D. Using email, text-messaging, My Space, Facebook, blogs, Twitter, or chat rooms or other websites to discuss personal topics or interests with students or posting provocative or inappropriate pictures or words on any website or other medium to which students may have access.

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- E. Being overly affectionate or “touchy” with students.
- F. Favoring certain students by giving them gifts, money, special privileges, or not holding them to the same standards of behavior as other students.
- G. Discussing with a student the employee’s personal problems that would normally be discussed with adults (e.g., marital problems).
- H. Allowing time alone with students at inappropriate places, such as at a teacher’s or student’s home, a personal vehicle, a bathroom, or behind closed doors.
- I. When alone in a room with a student, closing the door and not maintaining open and clear visibility through windows.
- J. Transporting a student in the employee’s personal vehicle without prior express permission of the student’s parent or school administrator in cases other than a health, safety, or emergency situation.
- K. Taking a student on a private outing, or meeting a student at a prearranged location.
- L. Inviting a student to the employee’s home.
- M. Going to the student’s home when the student’s parent or a proper chaperone is not present.

The foregoing is a non-exclusive list of actions that, in the absence of a legitimate health or educational purpose, will be regarded as a violation of the professional boundaries.

Reporting of Violations of Professional Boundaries

In accordance with Regulation GBEB, an employee shall notify a supervisor or a District representative when an employee has knowledge of unprofessional, prohibited, or criminal conduct involving an employee and/or a student. Failure to do so may result in disciplinary action against the person for failure to report.

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Legal Ref:

[A.R.S. 13-3620](#) – Duty to report abuse

Cross Ref:

[GBEBB – Staff Conduct with Students](#)

[GBEB – Staff Conduct](#)

[GBEB-R1 Staff Conduct](#)

[JLF Reporting Child Abuse/Child Protection](#)