

Iftin Charter School

Subject: Employee Interaction with Pupils Policy (EC 44050)

I. Purpose The SCHOOL recognizes its responsibility to establish and enforce all rules and regulations governing student and employee behavior to ensure the safest and most learning-conducive environment possible. This policy outlines acceptable and unacceptable interactions between employees and students, ensuring a professional, respectful, and safe educational environment.

II. Corporal Punishment Corporal punishment shall not be used as a disciplinary measure against any student. Corporal punishment includes the willful infliction of, or willfully causing the infliction of, physical pain on a student.

For clarification purposes, corporal punishment does not include an employee's use of force that is reasonable and necessary to protect the employee, students, staff, or other persons or to prevent damage to property.

A. Examples of PERMITTED actions (NOT corporal punishment):

1. Stopping a student from fighting with another student.
2. Preventing a pupil from committing an act of vandalism.
3. Defending oneself from physical injury or assault by a student.
4. Forcing a pupil to give up a weapon or dangerous object.
5. Requiring an athletic team to participate in strenuous physical training activities designed to strengthen or condition team members.
6. Engaging in group calisthenics, team drills, or other physical education or voluntary recreational activities.

B. Examples of PROHIBITED actions (corporal punishment):

1. Hitting, shoving, pushing, or physically restraining a student as a means of control.
 2. Making unruly students do push-ups, run laps, or perform other physical acts that cause pain or discomfort as a form of punishment.
 3. Paddling, swatting, slapping, grabbing, pinching, kicking, or otherwise causing physical pain.
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III. Boundaries: Acceptable and Unacceptable Staff/Student Behavior This policy provides clear guidelines to ensure professional and appropriate interactions between staff and students. Employees must avoid situations that could prompt suspicion or misunderstanding from students, parents, colleagues, or administrators.

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A. Duty to Report Suspected Misconduct All employees must report any suspected violations of this policy. If a minor violation occurs, the employee should address it directly with the staff member involved. If the behavior is significant, it must be reported to an administrator immediately. Employees must also report any awareness of student behavior that crosses boundaries or poses a risk of abuse.

B. Unacceptable Staff/Student Behaviors (Violations of this Policy)

1. Giving gifts to an individual student that are of a personal and intimate nature.
2. Kissing of any kind.
3. Any type of unnecessary physical contact with a student in a private situation.
4. Intentionally being alone with a student away from the school.
5. Making or participating in sexually inappropriate comments.
6. Sexual jokes.
7. Seeking emotional involvement with a student for personal benefit.
8. Listening to or telling stories that are sexually oriented.
9. Discussing inappropriate personal troubles or intimate issues with a student in an attempt to gain their support.
10. Becoming involved with a student so that a reasonable person may suspect inappropriate behavior.

C. Unacceptable Staff/Student Behaviors without Parent and Supervisor Permission

1. Giving students a ride to/from school or school activities.
2. Being alone in a room with a student at school with the door closed.
3. Allowing students into a staff member's home.

D. Cautionary Staff/Student Behaviors These behaviors should be exercised only when no better alternative is available. Staff members should inform their supervisor before or immediately after the occurrence:

1. Remarks about physical attributes or development of anyone.
2. Excessive attention toward a particular student.
3. Sending emails, text messages, or letters to students that are not about school activities.

E. Acceptable and Recommended Staff/Student Behaviors

1. Obtaining written parental consent for any after-school activity.
2. Obtaining formal approval for taking students off school property.
3. Keeping emails, texts, phone, and instant messages to students professional and related to school activities.
4. Keeping the door open when alone with a student.
5. Maintaining reasonable space between staff and students.
6. Stopping and correcting students if they cross personal boundaries.
7. Keeping parents informed when significant issues arise regarding their child.
8. Keeping after-class discussions professional and brief.

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9. Seeking guidance from colleagues or administrators if in doubt about a situation.
 10. Involving a supervisor if conflict arises with a student.
 11. Documenting incidents that could evolve into serious situations.
 12. Stopping unacceptable behavior of students or coworkers.
 13. Having another staff member present when alone with a special needs student or when alone with a student after school hours.
 14. Using non-physical means to praise or recognize students.
 15. Acceptable physical interactions: high-fives, pats on the back, and handshakes.
 16. Maintaining professional conduct at all times.
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IV. Compliance with Assembly Bill 500 (AB500) and EC 44050 Pursuant to Assembly Bill 500 (AB500), effective January 1, 2018, California Education Code 44050 requires schools to provide this policy on employee interactions with pupils in its code of conduct and make it accessible to parents and guardians on the School's website. This policy is also included in the School's Employee Handbook.

V. Enforcement All employees are expected to review and adhere to this policy. Violations may result in disciplinary action, up to and including termination, as well as potential legal consequences where applicable. School administrators are responsible for enforcing this policy and ensuring that all staff receive adequate training regarding appropriate boundaries and interactions with students.
