

POLICY

Queen Anne's County Public Schools

POLICY TITLE: Dating, Sexual Relations or Inappropriate Relationships Between Staff and Students	
ADOPTION/EFFECTIVE DATE: Adopted: March 2, 1994 Revised: February 5, 2014	
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: Students, Personnel Amendment:	

A. Purpose

The Board of Education of Queen Anne's County regards the relationship between students and staff to be of a professional nature. The purpose of this policy is to provide protection for Queen Anne's County School Public School students.

B. Policy Statement

Asking for a date, dating, engaging in sexual relations, or any other inappropriate relationship between a Queen Anne's County Public Schools staff member or any individual affiliated with Queen Anne's County Public Schools and a Queen Anne's County Public Schools student is prohibited. Asking for a date, dating, engaging in sexual relations, or any other inappropriate relationship is not to occur between persons or employees/agents of organizations/businesses having contractual or cooperative agreements with the Board of Education of Queen Anne's County and students of the Queen Anne's County Public Schools.

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C. Rationale

School personnel have the responsibility for the supervision of children. Teachers' and other staffs' interactions with students should remain clearly within the appropriate confines of a professional staff/student relationship. This policy also extends to any individual who works with our students or within our schools, facilities and grounds as defined in this policy.

D. Definitions

1. Dating: A social appointment, engagement, or occasion, pre-planned or not, between persons where the major purpose is for personal pleasure or sexual gratification for one or more persons present.
2. Engaging in Sexual Relations: Sexual contact, in person or through communication, occurring between or involving two or more persons.

Examples include, but are not limited to:

- making sexual innuendos
 - kissing
 - phone calls, texts, emails, letters, tapes, etc. of a sexual nature
 - sexual intercourse
 - any kind of sexual penetration; sexual molestation; sexual exploitation
 - allowing, permitting, encouraging or engaging in the obscene or pornographic discussion, display, photographing, filming or depiction of a child as prohibited by law
3. Inappropriate Relationship: A relationship or communication between staff and students that a reasonable person would conclude was beyond one that should occur between a custodial adult and a child. This includes, but is not limited to, social interactions, phone calls, texts, letters, emails, contact via any social media of a non-professional nature.
 4. Queen Anne's County Staff Member or any individual affiliated includes, but is not limited to, paid staff; volunteers; paid and unpaid coaches; members of the community or community organizations working or volunteering in school system facilities; contractors; contractual employees; State, federal and county employees; and, any other individual working in a professional, semi-professional or a perceived professional capacity within the Queen Anne's County Public Schools.

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E. Implementation Guidelines

1. Should an employee know or have reason to believe that sexual relations or dating between a student and an employee, or between a student and a person or employee/agent of an organization/business having contractual or cooperative agreement with the public schools is occurring or has occurred, the employee will immediately contact the Director of Human Resources. The Director of Human Resources will conduct an investigation. Upon completion of the investigation, he/she will submit a report, if appropriate, to Protective Services/Maryland State Police and the Superintendent. The report to the Superintendent will include recommended disciplinary action.
2. A Board employee who asked for a date, dates, or engages in sexual relations, or an inappropriate relationship with a student is subject to disciplinary action. Such actions can include, but are not limited to the following: verbal reprimand, written reprimand, suspension with or without pay, or dismissal. Failure to comply with this policy by a person or an employee/agent of an organization/ business having a cooperative or contractual agreement with the public schools may result in the termination of the cooperative or contractual agreement.
3. Notice of this policy will be circulated to all schools and departments of the Board of Education of Queen Anne's County on an annual basis and incorporated in teacher and student handbooks. This policy will be distributed to all persons, organizations or businesses having cooperative or contractual agreements with the public schools.

F. Evaluation

The Superintendent will provide the Board of Education a review of this policy in 2017. The focus of this review will be the effectiveness of the elements of this policy in assisting the Board in fulfilling its mission.

G. References

None