

4. Supplying alcohol or any illegal substance to a student, allowing a student access to such substances, or failing to take reasonable steps to prevent such access from occurring.

- F. District staff shall, whenever possible, employ safeguards against improper relationships with students and/or claims of such improper relationships.

Such safeguards may include the following: avoiding altogether or minimizing physical contact, keeping doors open when talking or meeting with students one-on-one, and/or making sure that such meetings with a student take place in rooms with windows and/or others nearby, not meeting off school grounds, not participating in personal social media exchanges.

- G. Excessive informal and social involvement with individual students, without regard to the age of the student, is unprofessional, is not compatible with staff-student relationships, and is inappropriate.

- H. District staff will adhere to applicable standards of ethics and professional conduct in Minnesota law.

III. REPORTING AND INVESTIGATION

- A. Complaints and/or concerns regarding alleged violations of this policy shall be reported to a supervisor, a school administrator, or the Executive Director of Human Resources as appropriate.

- B. All staff shall cooperate with any investigation of alleged acts, conduct, or communications in violation of this policy.

- C. Retaliation against a victim, a good faith reporter, or witness is prohibited.

IV. DISTRICT ACTION

Upon receipt of a report, the District will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. It also may include reporting to appropriate state or federal authorities, including the Board of Teaching or the appropriate licensing authority and appropriate agencies responsible for investigating reports of maltreatment of minors and/or vulnerable adults. District action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and District policies.

V. SCOPE OF LIABILITY

Staff are placed on notice that if a staff member acts outside the performance of the duties of the position for which the staff member is employed or is guilty of

malfeasance, willful neglect of duty, or bad faith, the District is not required to defend and indemnify the staff member for damages in school-related litigation.