

Student Relations

The Bay School of San Francisco encourages supportive, professional relationships with appropriate boundaries between students and employees. Employees must maintain appropriate boundaries between themselves and students to ensure that they avoid even the perception of inappropriate conduct. Some comments and/or activities may seem innocent from an employee's perspective, but can be perceived as flirtation or sexual insinuation from the perspective of a student or parent. The objective of this policy is not to inhibit positive working relationships between employees and students, but to prevent relationships that could lead to, or may be perceived as inappropriate and/or sexual misconduct. Employees must ensure that they do not cross the boundaries of professional, working relationships.

Unacceptable Behavior Below is a list of examples of conduct that may involve the inappropriate crossing of the boundaries of the professional working relationship between adults and students:

- Giving gifts to an individual student that are of a personal or intimate nature;
- Unnecessary physical contact with a student in either a public or private situation;
- Seeking out one-to-one time with a student on campus or away from school for reasons unrelated to mission or program without parent or supervisor permission. Nor should employees intentionally meet with students out of view of other adults. Discretion and good judgment, of course, are to be exercised in this area. The general caveat here would not prohibit, for example, a teacher assisting a student seeking academic help after class.
- Making, or participating in sexually inappropriate comments;
- Sexual jokes, stories, or jokes/comments with sexual innuendo;
- Discussing an employee's own personal troubles or intimate issues with a student;
- Becoming involved with a student so that a reasonable person may suspect inappropriate behavior;
- Inappropriate use of social media with or about students; please see the below "technology" section for related policies on social media use.
- Excessive attention toward a particular student;
- Sending emails, text messages or letters to students of a personal nature if the content is not about school activities;
- Bay discourages employees from transporting a single student for the safety of all parties.