



## **Employee Code of Conduct/Appropriate Behavior Policy**

### **Purpose**

Canyon Rim Academy is committed to providing an environment where its students and staff feel safe, respected, and comfortable. The School is also dedicated to upholding the trust that has been vested in the School by the parents of its students and the community at large. The School understands that these objectives cannot be met unless its staff engages in appropriate, responsible behavior and is held to high standards of conduct. This code of conduct establishes and sets forth the standards of conduct required of the School's staff.

### **Definitions**

1. "Boundary violation" means crossing verbal, physical, emotional, and social lines that an educator must maintain in order to ensure structure, security, and predictability in an educational environment.
  - (a) A "boundary violation" may include the following, depending on the circumstances:
    - (i) isolated, one-on-one interactions with students out of the line of sight of others;
    - (ii) meeting with students in rooms with covered or blocked windows;
    - (iii) telling risqué jokes to, or in the presence of a student;
    - (iv) employing favoritism to a student;
    - (v) giving gifts to individual students;
    - (vi) educator initiated frontal hugging or other uninvited touching;
    - (vii) photographing individual students for a non-educational purpose or use;
    - (viii) engaging in inappropriate or unprofessional contact outside of educational program activities;
    - (ix) exchanging personal email or phone numbers with a student for a non-educational purpose or use;
    - (x) interacting privately with a student through social media, computer, or handheld devices; and
    - (xi) discussing an educator's personal life or personal issues with a student.
  - (b) A "boundary violation" does not include:
    - (i) offering praise, encouragement, or acknowledgment;
    - (ii) asking permission to touch for necessary purposes;
    - (iii) giving pats on the back/shoulder, giving high fives, or giving side hugs;
    - (iv) offering warmth and kindness;
    - (v) utilizing public social media alerts to groups of students and parents; or
    - (vi) contact permitted by an IEP or 504 plan.
2. "Grooming" means befriending and establishing an emotional connection with a child or a child's family to lower the child's inhibitions for emotional, physical, or sexual abuse.
3. "Sexual conduct" includes any sexual contact or communication between a staff member and a student including but not limited to:

a) "Sexual abuse" means the criminal conduct described in Utah Code Ann. §76-5- 404.1(2) and includes, regardless of the gender of any participant:

- i) touching the anus, buttocks, pubic area, or genitalia of a student;
- ii) touching the breast of a female student; or
- iii) otherwise taking indecent liberties with a student;
- iv) with the intent to:
  - (1) cause substantial emotional or bodily pain; or
  - (2) arouse or gratify the sexual desire of any individual.

b) "Sexual battery" means the criminal conduct described in Utah Code Ann. §76-9- 702.1 and includes intentionally touching, whether or not through clothing, the anus, buttocks, or any part of the genitals of a student, or the breast of a female student, and the actor's conduct is under circumstances the actor knows or should know will likely cause affront or alarm to the student touched; or

c) A staff member and student sharing any sexually explicit or lewd communication, image, or photograph.

4. "Staff" or "staff member" means an employee, contractor, or volunteer of the School with unsupervised access to students.

5. "Student" means a child under the age of 18 or over the age of 18 if still enrolled in a public secondary school.

### **Code of Conduct/Appropriate Behavior Policy**

Staff members shall act in a way that acknowledges and reflects their inherent positions of authority and influence over students.

1. Staff members shall recognize and maintain appropriate personal boundaries in teaching, supervising and interacting with students and shall avoid boundary violations including behavior that could reasonably be considered grooming or lead to even an appearance of impropriety.

2. A staff member shall not subject a student to any form of abuse including but not limited to:

- a) physical abuse;
- b) verbal abuse;
- c) sexual abuse; or
- d) mental abuse.

3. A staff member shall not touch a student in a way that makes a reasonably objective student feel uncomfortable.

4. A staff member shall not engage in any sexual conduct toward or sexual relations with a student including but not limited to:

- a) viewing with a student, or allowing a student to view, pornography or any other sexually explicit or inappropriate images or content, whether video, audio, print, text, or other format;
- b) sexual battery; or
- c) sexual assault.

5. Staff member communications with students, whether verbal or electronic, shall be professional and avoid boundary violations.

6. A staff member shall not provide gifts, special favors, or preferential treatment to a student or group of students.
7. A staff member shall not discriminate against a student on the basis of sex, religion, national origin, gender identity, sexual orientation, or any other prohibited class.
8. Staff member use of electronic devices and social media to communicate with students must comply with CRA policy, be professional, pertain to school activities or classes, and comply with the Family Educational Rights and Privacy Act.
9. A staff member may not use or be under the influence of alcohol or illegal substances during work hours on school property or at school sponsored events while acting as a staff member. Additionally, a staff member may not use any form of tobacco or electronic cigarettes on school property or at school sponsored activities in an employment capacity.
10. A staff member shall cooperate in any investigation concerning allegations of actions, conduct, or communications that if proven, would violate this policy.
11. CRA recognizes that familial relationships between a staff member and a student may provide for exceptions to certain provisions of this policy.
12. Conduct prohibited by this policy is considered a violation of this policy regardless of whether the student may have consented.

#### REPORTING

1. A staff member who has reason to believe there has been a violation of this policy shall immediately report such conduct to an appropriate supervisor or school administrator. If a staff member has reason to believe a school administrator has violated this policy, the staff member shall immediately report the conduct to the Chair of the Board of Trustees.
2. In addition to the obligation to report suspected child abuse or neglect to law enforcement or the Division of Child and Family Services under Utah Code Ann. §62A4a-403:
  - a) a staff member who has reasonable cause to believe that a student may have been physically or sexually abused by a school staff member shall immediately report the belief and all other relevant information to CRA Administration;
  - b) if the staff member suspected to have abused a student holds a professional educator license issued by the Utah State Board of Education, CRA Administration shall immediately report that information to the Utah Professional Practices Advisory Commission;
  - c) a person who makes a report under this subsection in good faith shall be immune from civil or criminal liability that might otherwise arise by reason of that report.
3. A staff member who has knowledge of suspected incidents of bullying shall immediately notify the student's building administrator in compliance with the CRA Bullying Policy.
4. Failing to report suspected misconduct as required herein is a violation of this policy, the Utah Educator Standards, and in some instances, state law, and may result in disciplinary action.

#### TRAINING

1. Within 10 days of beginning employment with CRA a staff member shall receive training regarding this policy and shall acknowledge in writing having received training and understanding the policy.
2. Staff members employed by CRA at the time of initial adoption of this policy shall receive training regarding this policy prior to the first day of the 2019-2020 school year on which students will be in attendance and shall acknowledge in writing having received training and understanding the policy.

#### **VIOLATIONS**

A staff member found in violation of this policy will be subject to disciplinary action and may, in appropriate circumstances, be subject to law enforcement action.

#### **REFERENCES**

Title 62A, Chapter 4a, Part 4, Child Abuse or Neglect Reporting Requirements  
Utah Code Section 53E-6-701, Mandatory Reporting of Physical or Sexual Abuse of Students  
Utah Admin. Code R277-401, Child Abuse-Neglect Reporting by Education Personnel  
Utah Admin. Code R277-515, Utah Educator Professional Standards  
Utah Admin. Code R277-322, LEA Codes of Conduct  
Utah Code Section 63G-7-301, Waivers of Immunity  
Utah Code Section 76-5-401.1, Sexual Abuse of a Minor  
Utah Code Section 76-9-702.1, Sexual Battery

Approved by the Board of Trustees on August 29, 2019