

Student-Staff Relationships

Board Policy: P-12
Adopted: February 8, 1993
Revised: October 13, 2008

I. General Policy Statement

The relationship between staff and students should be one of cooperation, understanding and mutual respect. The staff has the responsibility to provide an atmosphere conducive to learning and to motivate each student to perform to his or her capacity.

II. Regulations

- A. All employees of the Haywood County Board of Education, except student employees, are prohibited from dating, courting or entering into a romantic or sexual relationship with any student enrolled in the school system, regardless of the student's age. Employees must guard against associations with students that are outside the normal scope of employment and appropriate educator/student relationship. Employees engaging in such inappropriate conduct will be subject to disciplinary action, up to and including dismissal. Any extenuating circumstances will be dealt with on an individual basis by the supervisor and/or superintendent.
- B. Employees who have reason to believe that another employee is inappropriately involved with a student, as described above, are obligated to report this information to their principal, supervisor or the Human Resource Director.

(See Also – Policy P-21 Code of Professional Conduct) and Policy A-12 Sexual Harassment)

Legal References: North Carolina Public School Laws 115C-47(18), 115C-307(g), 115C-308, Faulkner v. New Bern-Craven County Bd. of Educ., 311 N.C. 42, 316, S.E. 2d 281 (1984) Title IX of the Education Amendments of 1972.