



PERSONNEL: General

Dating or Sexual Relations Between Staff and Students

The relationship between students and employees of Baltimore County Schools must be of a professional nature. Because school personnel have the responsibility for the supervision of children, staff interaction with students shall remain clearly within the appropriate confines of a professional staff/student relationship.

Employees may not date students, or exploit the teacher/student relationship by soliciting or actually engaging in sexual relations with students.

Definitions

- A. Dating: Dating (between staff member/student) may include, but is not necessarily limited to, a social engagement between persons for social or sexual gratification. The relationship is considered to be a dating situation if the major purpose of the interaction is personal pleasure.
- B. Sexual Relations: Sexual relations may include, but is not necessarily limited to, sexual contact or conduct, in person or through communication, involving two or more persons. Examples may include one or more of the following:
- Inappropriate touching or fondling
 - Kissing, intimate
 - Phone calls, letters, tapes of a sexual nature
 - Allowing, permitting, encouraging or engaging in obscene or pornographic discussion, display or photography
 - Accepting or giving gifts of a sexual/intimate nature
 - Filming or depiction of a child as prohibited by law
 - Communications that include sexual molestation; sexual exploitation
 - Sexual intercourse

Employee Who Dates or Engages in Sexual Relations with Students

Principals and other administrators shall inform staff about regulations and sanctions, related to dating/sexual relations with students. Noncompliance of an employee is subject to the following:

Should a staff member have reason to believe that dating or sexual relations has occurred between an employee and a student, the Department of Social Services should be contacted immediately. The administrator, if not involved, shall be informed of the referral to the Department of Social Services. The administrator shall inform the Assistant Superintendent for Human Resources and the appropriate department, division head, or area superintendent responsible for the employee. Procedures outlined in Board of Education Policy 4004 shall be followed in formulating recommendations for the Superintendent.

Recommended disciplinary action could include one or more of the following:

- Verbal reprimand
- Written reprimand
- Suspension with or without pay
- Dismissal

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- Refer to Board of Education Policies 4004 PERSONNEL: General-Suspected Child Abuse by an Employee of Baltimore County Public Schools and 5440 STUDENTS: Elementary and Secondary – Child Abuse and Neglect.

Rule
Approved: 4/16/94

Superintendent of Schools