



FREMONT UNIFIED SCHOOL DISTRICT

CODE OF CONDUCT WITH STUDENTS

One of the most important responsibilities of the Fremont Unified School District (District) is the safety and security of our students. All employees, and individuals who have contact with students, must be mindful of the balance between being sensitive to and supportive of students, and possible breaches of responsible and ethical behavior.

The District encourages the cultivation of positive and professional relationships with students. Therefore, employees and all individuals who have contact with students are expected to conduct themselves in ways that ensure we avoid situations including, but not limited to, the following:

1. Meeting individually with a student behind closed doors, regardless of gender.
2. Remaining on campus with student(s) after the last administrator leaves the school site. (There are exceptions, such as teachers rehearsing with students for a drama/music activity or coaching academic decathlon students, with approval of the site-administrator in advance.)
3. Making statements or comments, either directly or in the presence of a student(s), which are not age-appropriate, professional, or which may be considered sexual in nature, harassing, or demeaning.
4. Touching or having physical contact with a student(s) that is not age-appropriate or within the scope of the employee's/individual's responsibilities and/or duties.
5. Transporting student(s) in a personal vehicle without proper written administrator, district and parent authorization forms on file in advance.
6. Taking, meeting, or accompanying student(s) off campus for activities other than a District-approved school journey or field trip.
7. Communicating with student(s), in writing, by phone/email/electronically, via Internet, or in person, at any time, for purposes that are not specifically school-related.
8. Calling/texting student(s) at home or on their cell phone, except for specific school-related purposes and/or situations.
9. Providing student(s) with a personal home/cell telephone number, personal email address, home address, or other personal contact information, except for specific school-related purposes and/or situations.

Even though the intent of the employee/individual may be purely professional, those who engage in any of the above behavior(s), either directly or indirectly with a student(s), are subjecting themselves to possible perceptions of impropriety. Employees/individuals are advised that, when allegations of inappropriate conduct or behavior are made, the District is obligated to investigate the allegations and, if warranted, take appropriate administrative and/or disciplinary action.

Employees/individuals who have questions or need further information should contact their immediate supervisor.