

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

**Personnel
PROFESSIONAL STANDARDS**Policy Statement

The Fresno County Superintendent of Schools ("FCSS" or "County Superintendent") desires to provide a safe and positive school environment that promotes the learning, engagement, safety, and well-being of students. The County Superintendent expects FCSS employees to maintain the highest ethical standards, behave professionally, follow FCSS policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students and other members of the school community. Employees shall engage in conduct that enhances the integrity of FCSS; advances the goals of FCSS' educational programs; encourages student learning, engagement, and success; and contributes to a safe and positive school climate.

The County Superintendent encourages FCSS employees to accept as guiding principles the professional standards and codes of ethics adopted by educational or professional associations to which they may belong.

Each employee is expected to acquire the knowledge and skills necessary to fulfill the employee's professional responsibilities and to contribute to the learning and achievement of students.

Inappropriate Conduct

The County Superintendent prohibits inappropriate conduct between employees, adult volunteers, and FCSS contractors and among and between adults employed, volunteering, or under contract with FCSS. (Education Code 32100)

Inappropriate employee conduct includes, but is not limited to:

1. Engaging in any conduct that endangers or threatens to endanger students, staff, or others, including, but not limited to, physical violence, threats of violence, or possession of a firearm or other weapon.
2. Engaging in harassing or discriminatory behavior towards students, parents/guardians, staff, or community members, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed, including, but not limited to, conduct prohibited pursuant to Superintendent Policy 4030-Prohibition of Employee, Discrimination, Harassment and Retaliation; Superintendent Policy 4319.11-Sexual Harassment; Superintendent and Board Policy and Administrative Regulation 5145.3-Nondiscrimination/Harassment; and Superintendent and Board Policy and Administrative Regulation 5145.7, Sexual Harassment.

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3. Physically abusing, sexually abusing, neglecting, or otherwise willfully harming or injuring a child.
4. Engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student.
5. Possessing or viewing any pornography on FCSS or other school grounds or possessing or viewing child pornography or other imagery portraying children in a sexualized manner at any time, including related inappropriate conduct as outlined in Superintendent Policy 4040-Acceptable Use of Technology.
6. Using profane, obscene, or abusive language against students, parents/guardians, staff, or community members.
7. Willful or unreasonable disturbance of others through loud or excessive noise, disorderly conduct, or other activities that disrupt FCSS or school operations and/or interfere with the peaceful operations of a FCSS worksite.
8. Using tobacco, alcohol, or an illegal or unauthorized substance, or possessing or distributing any controlled substance, while in the workplace, on FCSS property, or at a FCSS or other school-sponsored activity, as set forth in Superintendent and Board Policy and Administrative Regulation 3513.3-Tobacco-Free Schools; Superintendent and Board Policy 3513.4-Drug and Alcohol Free Schools; and, Superintendent Policy 4020-Drug, Alcohol, Tobacco, and Nicotine-Free Workplace.
9. Being dishonest with students, parents/guardians, staff, or members of the public, including, but not limited to, falsifying information in employment records or other FCSS or school records.
10. Divulging confidential information about students, employees, or FCSS operations to individuals or entities not authorized to receive the information.
11. Using FCSS equipment or other FCSS resources for the employee's own commercial purposes or for political activities.
12. Using FCSS equipment or communications devices for personal purposes while on duty, except in an emergency, during scheduled work breaks, or for personal necessity.

Employees shall be notified that computer files and all electronic communications, including, but not limited to, email and voice mail, are not private. To ensure proper use, the County Superintendent or designee may monitor employee usage of FCSS technological resources at any time without the employee's consent. (See Superintendent Policy 4040-Acceptable Use of Technology)
13. Using FCSS technology resources while on duty to access websites, videos or social media platforms to access sexual, violent, discriminatory or other inappropriate content

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in the educational, school or work settings, including prohibited conduct as set forth in Superintendent Policy 4040-Acceptable Use of Technology.

14. Causing damage to or engaging in theft of property belonging to students, staff, or the FCSS.
15. Wearing inappropriate attire, pursuant to Superintendent Policy 4319.22- Attire Guidelines.
16. Other conduct prohibited in Superintendent Policy 4319.24 - Maintaining Appropriate Adult-Student Interactions.

Reports of Misconduct

Any employee who observes or has knowledge of another employee's inappropriate conduct in violation of this policy shall immediately report the conduct to their principal/department head or the County Superintendent or designee. An employee who has knowledge of or suspects child abuse or neglect, shall file a report pursuant to applicable law and the FCSS child abuse reporting procedures as described in Superintendent and Board Policy and Administrative Regulation 5141.4 - Child Abuse Prevention and Reporting.

Any reports of employee misconduct shall be promptly investigated pursuant to applicable complaint procedures or as otherwise mandated by law. Immediate intervention shall be implemented when necessary to protect student safety or the integrity of the investigation. Any employee who is found to have engaged in inappropriate conduct in violation of law or Superintendent Policy shall be subject to disciplinary action and may be subject to a report to the Commission on Teacher Credentialing, as applicable. Additionally, the County Superintendent or designee shall notify local law enforcement, as appropriate.

An employee who has knowledge of but fails to report inappropriate employee conduct may also be subject to discipline.

The County Superintendent prohibits retaliation against anyone who files a complaint against an employee or reports an employee's inappropriate conduct. Any employee who retaliates against a person who reports a violation of this policy or participates in the complaint process shall be subject to discipline, up to and including dismissal.

Notifications

A copy of FCSS' personnel policies addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on the FCSS website. (Education Code 44050)

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Adopted: 07/01/2026

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