

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

Personnel
MAINTAINING APPROPRIATE ADULT-STUDENT INTERACTIONSPolicy 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 employees and all other adults with whom students may interact at school or in FCSS or school-related activities, to maintain the highest professional and ethical standards in their interactions with students both within and outside the educational setting, in accordance with this policy and Superintendent Policy 4319.21 - Professional Standards. Employees and other adults shall not engage in threatening, unsafe, unlawful, or inappropriate interactions with students and shall avoid boundary-blurring behaviors that undermine trust in the adult-student relationship and lead to the appearance of impropriety.

Employees and other adults shall not intrude on a student's physical or emotional boundaries unless necessary in an emergency or to serve a legitimate purpose related to instruction, counseling, student health, or student or staff safety.

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)

For purposes of this policy, employees include interns, volunteers, contractors, and other persons with an employment relationship with the County Superintendent.

Inappropriate Conduct

FCSS employees shall remain vigilant of their position of authority and not abuse it when interacting with students.

The County Superintendent prohibits inappropriate conduct between employees and students. (Education Code 32100)

Inappropriate employee conduct includes, but is not limited to:

1. Initiating inappropriate physical contact. This category of conduct is not intended to include the appropriate implementation of services outlined in a student's Individualized Education Program that requires or involves physical contact.
2. Attempting to form a romantic or sexual relationship with any student or engaging in sexual harassment of a student, including sexual advances, flirtations, requests for sexual favors, inappropriate comments about a student's body or appearance, or other verbal, visual, or physical conduct of a sexual nature.
3. Engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student.

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4. Being alone with a student outside of the view of others, except in limited circumstances where student privacy is required for the employee to perform specific job duties as included in the employee's job description, including, but not limited to, counseling sessions, toileting and/or diapering.
5. Visiting a student's home or inviting a student to visit the employee's home without parent/guardian consent.
6. Maintaining personal contact with a student during or outside the school day that has no legitimate educational purpose, by phone, letter, text message, social media, internet platforms, electronic communications, or other means of communication, without including the student's parent/guardian.

In accordance with Superintendent Policy 4040 - Acceptable Use of Technology, employees shall use FCSS equipment or technological resources, when available, when communicating electronically with students. Employees shall not communicate with students through any medium that is designed to eliminate records of the communications. The County Superintendent or designee may monitor employee usage of FCSS technology at any time without advance notice or consent.

7. Creating or participating in social networking sites for communication with students, other than those created by FCSS, without the prior written approval of the principal/department head or designee.
8. Inviting or accepting requests from students, or former students who are minors, to connect on personal social networking sites (e.g., "friending" or "following" on social media), unless the site is dedicated to FCSS or school business.
9. Singling out a particular student for personal attention and friendship, including giving gifts and/or nicknames to individual students.
10. Addressing a student in an overly familiar manner, such as by using a term of endearment.
11. Socializing or spending time with students outside of FCSS or school-sponsored events, except as participants in community activities.
12. Sending or accompanying students on personal errands unrelated to any legitimate educational purpose.
13. Transporting a student in a personal vehicle without prior authorization.
14. Except for legitimate purposes related to counseling, student health or student safety, encouraging students to confide personal or family problems and/or relationships.
15. Engaging in communications with students of a nature in violation of FCSS policies, including, but not limited to, the limitations set forth in Superintendent and Board Policy and Administrative Regulation 6141.2- Recognition of Religious Beliefs and Customs, and/or Superintendent and Board Policy 6144- Controversial Issues.

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16. Disclosing information regarding intimate or sexual relationships or related acts to students or sharing personal secrets with students.
17. Engaging in any conduct that endangers or threatens to endanger students, including, but not limited to, physical violence or threats of violence.
18. Engaging in harassing or discriminatory behavior towards students, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed.
19. Physically abusing, sexually abusing, neglecting, or otherwise willfully harming or injuring a child.
20. Using profane, obscene, or abusive language against students.

Violations of Policy

Any employee who observes or has knowledge of another employee or other adult's inappropriate conduct in violation of this policy shall immediately report the information to their principal/department head or the County Superintendent or designee. Other adults with knowledge of a violation of this policy are encouraged to report the violation to the County Superintendent or designee. Further, any employee or other adult 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 inappropriate conduct 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 of Teacher Credentialing, as applicable. Any other adult who violates this policy may be banned from FCSS grounds or activities in accordance with law. Additionally, the County Superintendent or designee shall notify law enforcement, as appropriate.

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

The County Superintendent prohibits retaliation against anyone who files a complaint or reports 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.

Adopted: 07/01/2026

CSBA

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