

CHESTER COUNTY
 INTERMEDIATE
 UNIT 24

SECTION: EMPLOYEES
 TITLE: STAFF – STUDENT
 COMMUNICATION
 ADOPTED: APRIL 27, 2011
 REVISED: SEPTEMBER 16, 2015

<p>1. Purpose</p> <p>2. Authority</p>	<p style="text-align: center;">317.1. STAFF – STUDENT COMMUNICATION</p> <p>The Board adopts this policy to establish procedures for staff and student interaction and communication in and out of the school setting, in person, and via correspondence including but not limited to telephone, e-mail, “texting”, and the Internet.</p> <p>Intermediate Unit employees are prohibited from communicating with students in a manner that is unprofessional and thereby inappropriate. Examples of unprofessional communication shall include, but are not limited to:</p> <ol style="list-style-type: none"> 1. Employees communicating with students as if employees and students were peers, such as writing personal letters or e-mails and texting students. 2. Calling students on cell phones or allowing students to make personal calls to them unrelated to homework, class work and Intermediate Unit-sponsored or sanctioned student activities. 3. Sending lewd or inappropriate pictures, depictions or graphics to students. 4. Discussing or revealing to students personal matters about their private lives or inviting students to do the same (other than professional counseling by a school counselor). 5. Engaging in sexualized dialogue, whether in person, by phone, via the Internet, or in writing. <p>In addition, employees who post information on social media that include inappropriate personal information such as but not limited to provocative photographs, sexually explicit messages, use of alcohol, drugs or anything students are prohibited from doing must understand that if students, parents/guardians or other employees obtain access to such information, their cases will be investigated by Intermediate Unit officials and, if warranted, may result in disciplinary action, up to and including termination, depending upon the severity of the offense.</p>
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	<p>The Executive Director or designee reserves the right to periodically conduct social media searches to determine if employees have posted inappropriate materials. If inappropriate use of computers and/or other electronic devices is discovered, the Executive Director's designee will promptly bring that misconduct to the attention of the Executive Director for review and possible disciplinary action.</p> <p>Employees engaging in inappropriate communication with students will be investigated by school officials and, if warranted, will be disciplined, up to and including termination. Depending upon the nature or severity of the offense, the Intermediate Unit may notify the proper authorities, including the Pennsylvania Department of Education, local police and child welfare agencies for further investigation.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 914-A, 915-A</p> <p>Professional Educator Discipline Act – 24 P. S. Sec. 2070.1a et seq.</p> <p>Code of Professional Practice and Conduct for Educators – 22 PA Code Sec. 235.1 et seq.</p> <p>Board Policy – 317, 806, 815, 815.1</p>
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