

**DEPARTMENT OF HEALTH AND HUMAN SERVICES
OFFICE OF EDUCATION SERVICES
Policies and Procedures**

CONDUCT OF EMPLOYEES TOWARD STUDENTS

Effective Date: October 17, 2003
Original Effective Date: October 17, 2003
Reference: Title IX of the Education Amendments of 1972; G.S. 115C-47(18); G.S. 14-202.4; AND G.S. 14-27.7

Purpose:

To promote a safe environment for students and staff

Policy:

All employees of the Office of Education services, student teachers, and contractors hired to perform instructional or professional services are prohibited from dating, courting, or entering into a romantic or sexual relationship with any student enrolled in a school supervised by the Office of Education Services, regardless of the student's age. Employees engaging in such inappropriate behavior shall be subject to disciplinary action, up to and including dismissal.

Any employee who knows or has reason to believe that another employee is inappropriately involved with a student, as described above, shall report this information to the school director or Superintendent. An employee who fails to follow this directive may be subject to disciplinary action.

For purposes of this policy, "employee" does not include part-time employees who are current students in a school supervised by the Office of Education Services.