

# Regulation

## ANNE ARUNDEL COUNTY PUBLIC SCHOOLS

Related Entries: Policy GBV  
Responsible Office: DIVISION OF HUMAN RESOURCES

### DATING BETWEEN EMPLOYEES AND STUDENTS

#### A. PURPOSE

To establish procedures for ensuring the safety of students while in the supervisory care of employees.

#### B. DEFINITIONS

1. *Dating between employees or adult volunteers, and students* includes, but is not limited to, a social appointment, engagement, or occasion pre-planned or not, between an employee or adult volunteer and a student where the purpose is to initiate or continue an intimate personal relationship for personal pleasure or sexual gratification.
2. *Sexual Relationships* include, but are not limited to, sexual contact or conduct, in person or through communication, occurring between or involving two or more persons. Examples include:
  - inappropriate touching or fondling
  - intimate kissing
  - phone calls, written communications (letters, notes, e-mails, text messages), or visual media of an intimate or sexual nature
  - allowing, permitting, encouraging, or engaging in obscene or pornographic discussion (oral or written), display, or photography
  - accepting or giving gifts of a sexual/intimate nature
  - filming or depiction of a child as prohibited by law
  - communications that include intentional sexual innuendoes
  - any kind of sexual penetration, sexual molestation, sexual exploitation
  - sexual intercourse

#### C. PROCEDURES

1. Employees and adult volunteers shall not date or have sexual relations with any student.

2. Under unusual circumstances, exceptions to this Policy may be granted with regard to adult students attending Evening High School, Adult Education, or Adult Basic Education classes. Written applications for exceptions may be submitted by the employee or adult volunteer to the Office of the Superintendent. No exception will be granted where the employee or adult volunteer has direct responsibility or supervision for the student.
3. Principals/supervisors shall review this policy with employees and adult volunteers at the beginning of each school year. Information concerning this Policy shall also appear in the Student Handbook each school year.
4. A violation of this Policy will result in disciplinary action, which may include written reprimand, suspension or dismissal. Child Protective Services and local police shall be notified as appropriate.

*Regulation History:*            *Developed by Superintendent: 1/14/09*  
   *Reviewed by Board of Education: 4/15/09*  
   *Issued: 4/15/09*

*Note previous regulation history: Adopted 6/15/94*