EMPLOYEE-STUDENT INTERACTIONS

Drew School believes that warm relationships between students and adult members of the Drew community are critical to inspire and provide a foundation for enriched learning. At the same time, Drew is committed to creating a safe and supportive school environment for everyone. Employees must maintain appropriate boundaries between themselves and students to ensure that they avoid even the perception of inappropriate conduct. Some comments and/or activities may seem innocent from an employee’s perspective, but can be perceived as flirtation or sexual insinuation from the perspective of a student or parent/guardian. The purpose of these guidelines is to provide examples of conduct that may involve crossing the appropriate boundaries of the professional relationship between employees and students.

- Do not give gifts to an individual student that are of a personal or intimate nature.
- Do not show excessive attention toward a particular student.
- Avoid unnecessary physical contact with a student in either a public or private situation.
- Do not intentionally be alone with a student on campus when an appropriate public or visible place is available, except under extenuating circumstances.
- Do not intentionally be alone with a student off campus without parent or supervisor knowledge and permission.
- Do not pursue contact with a student away from school for activities not related to school without parent and supervisor knowledge or permission.
- Do not drive alone with a student except in emergency situations and where the employee informs the student’s parents and the employee’s supervisor within a reasonable time.
- Do not become involved with a student so that a reasonable person may suspect inappropriate behavior.
- Do not seek emotional involvement with a student for an employee’s benefit.
- Do not discuss an employee’s own personal troubles or intimate issues with a student.
- Use only school email accounts to communicate with parents, students and alumni. Do not use your personal email.
- Do not text individual students.
- Do not send communications to students of a personal nature not about school activities.
- Do not make or participate in sexually inappropriate comments, stories or jokes.
- Employees should exercise care in setting appropriate boundaries between their personal and public online behavior.
- Employees may not include current students as “friends,” “followers,” or any other similar technology used by online sites.
Reporting Concerns

Drew encourages students, parents, or other members of the Drew community who have concerns about adults crossing appreciate boundaries with students to inform the Head of School or Dean of Students.

Drew will not retaliate against anyone who reports conduct that may violate this policy.