

FAIRFIELD AREA SCHOOL DISTRICT

ALLEGATIONS OF IMPROPER EMPLOYEE CONDUCT
TOWARD STUDENTS

3275

- 3275.1 School administrators will notify the Superintendent of every allegation or rumor of improper employee-student relationships.
- 3275.2 The Superintendent will notify the District Solicitor and seek specific legal advice on how to proceed.
- 3275.3 Teachers, guidance counselors, nurses, etc. are required to notify the administration of such allegations or rumors.
- 3275.4 The administration will investigate every such allegation or rumor including:
- interviewing the student or students after notice to parents and the right to attend, if desired
 - having the student or students write out his/her statement and sign
 - interviewing the employee, after notice of nature of inquiry and with the right to representation by union and/or counsel
 - having employee write out his/her statement and sign
 - preparing documentation of the investigation which will be placed in both the student and teacher files along with the signed statements
 - reporting back to the students, parents, and employee the results of the investigation
- 3275.5 Student complaints will not be discouraged.
- 3275.6 Student denial and/or recanting of prior statements will not end the inquiry until all steps listed in 3275.4 have been completed.

Adopted December 4, 1995