

OLDHAM COUNTY BOARD OF EDUCATION POLICY

EMPLOYEE RELATIONSHIP

5006

The Oldham County Schools strives to provide an environment for students and staff that is respectful, fair and free of unlawful harassment or discrimination. The Board of Education does not seek to interfere with the lawful, private, off-duty conduct of its employees. Off-duty conduct, however, may occasionally affect an employee's ability to effectively perform the duties of his or her job by creating conflicts of interest, office or building distractions, misunderstandings, the perception of favoritism, or complaints of sexual harassment, discrimination, favoritism, and breach of confidentiality. Therefore, to ensure that all employees are treated with dignity and respect, and to promote the efficient operation of the District's business, the Board adopts the following policy.

A. Policy:

All employees are strongly discouraged from entering into close personal relationships, including romantic, dating, and/or sexual relationships with co-workers, which would negatively impact the workplace, such as creating issues with security, morale, or confidentiality. Further, the Board prohibits romantic or sexual relationships where there is supervision, direction, or control between the parties. This policy applies to all Employees, as defined herein.

When an employee enters into such a close personal relationship with another employee, the following guidelines will apply:

1. If neither employee holds a supervisory position, employees should maintain appropriate workplace behavior. In this case, neither employee would be eligible for a promotion into a supervisor position where he or she would directly or indirectly (i.e. in the supervisory chain) supervise the other as long as they are both employed by the District and continue the relationship.
2. If one or both employees holds supervisory positions (including Central Office administrators, principals, assistant principals, and supervisors), the employee(s) should be counseled and reminded of the District's expectations for its supervisory employees and its policies and practices concerning appropriate workplace behavior. If the employees indicate that they plan to continue their relationship, the following action will be taken:
 - a. If one employee holds a supervisory position and directly or indirectly supervises the other, the employment of the individual who holds the supervisory position will be terminated.
 - b. If both employees hold supervisory positions and one directly or indirectly supervises the other, the employment of the individual who holds the higher management position will be terminated.

B. Definitions:

For purposes of this policy:

1. "Supervisor" shall mean any person who has the authority and/or responsibility to hire, promote, discipline, evaluate, assign or direct employees of the district.
2. "Employee" shall mean any person employed by the District in any capacity, whether classified or certified.

C. Reporting:

Any employee who becomes aware of a relationship prohibited by this policy should report such relationship to their supervisor, the Personnel Department, or the Assistant Superintendent for Support Services. The person receiving the report shall inform the Office of the Superintendent, which shall coordinate with the supervisor of the involved employee(s) to take appropriate action consistent with this policy. In the case that the superintendent is involved in a relationship that falls under this policy, the report should be made to the Board Chair.

D. Non-Fraternization with Students:

The relationship between school employees and the student must be one of professional cooperation and respect. All employees, whether certified or classified, have a responsibility to conduct themselves in a manner that will maintain an atmosphere that is conducive to learning. It is the policy of the Board of Education to prohibit any type of close personal relationship between a school employee and a student that

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may reasonably be perceived as unprofessional, including, but not limited to the perception of a dating relationship. School employees shall not entertain students, socialize with students, or spend an excess amount of time with students in such a manner as to reasonably create the impression to District staff, other students, their parents, or the public that an unprofessional relationship exists.

It is also the policy of the Board of Education to prohibit any type of sexual relationship, sexual contact, or sexually-nuanced behavior between a school employee and an enrolled student without regard to the student's age. This includes texting, "Facebook", Instagram", "Snap Chat", and other similar social media web sites, cell phones, and all other forms of electronic or other types of communication. This prohibition applies to students of the same or opposite sex of the school employee. It also applies regardless of whether the student or the school employee initiated the sexual behavior, and whether or not the student welcomes the sexual behavior and/or reciprocates the attention. The District shall promptly investigate all reasonable allegations of prohibited staff/student relationships.

E. Enforcement:

Employees who violate this policy will be subject to discipline, up to and including termination of employment.