## Personnel – Certified/Non-Certified

## **Staff/Student Relationships**

The relationship between the teacher and the student should be one of cooperation, understanding and mutual respect. The teacher has the responsibility to provide an atmosphere conducive to learning and to motivate each student to perform to their capacity.

Staff members are expected to regard each student as an individual and to accord each the rights and respect due any individual. Neither insults, disparaging names, nor sarcasm shall be used as a way of forcing compliance with a staff member's requirements or expectations.

CREC believes that students and staff members should interact with each other in a warm, open, and positive fashion. However, there must be maintained a certain distance in order to preserve the professional atmosphere that is necessary to achieve the educational mission of the school.

CREC strictly prohibits any sexual relationship, contact or sexually nuanced behavior or communication (verbal or non-verbal) between a staff member and a student - regardless of the student's age, status, or consent - while the student is enrolled in the school system. This prohibition extends to electronic communications, including, but not limited to, email, text and social media platforms. This prohibition extends to students of the opposite sex or the same sex as the staff member, and applies regardless of whether the student or the staff member is the initiator of the behavior, and whether or not the student welcomes or reciprocates the behavior. Any violation of this provision will result in dismissal.

CREC employees are prohibited from providing assistance to an employee in finding another job, beyond the routine transmittal of personnel or administrative files, if the employee engaged in sexual misconduct with a minor or student in violation of the law.

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