

The Anaheim Union High School District expects its employees to maintain the highest ethical standards, behave professionally, follow District policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students and members of the school community.

Employee conduct should enhance the integrity of the District and the goals of the educational program. Each employee is expected to acquire the knowledge and skills necessary to fulfill his/her responsibilities and to contribute to the learning and achievement of District students.

The Anaheim Union High School District encourages District employees to accept as guidance principles the professional standards and codes of ethics adopted by educational or professional associations to which they may belong. The District expects all employees to exercise good judgment and maintain professional standards and boundaries when interacting with students both on and off school property.

Inappropriate Employee Conduct

Examples of types of conduct which are inappropriate and prohibited in the District include, but are not limited to:

1. Engaging in any conduct that endangers students, staff, or others, including, but not limited to, physical violence, threats of violence, or possession of a firearm or other weapon;
2. Engaging in harassing or discriminatory behavior towards students, parents/guardians, staff, or community members, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed;
3. Physically abusing, sexually abusing, neglecting, or otherwise willfully harming or injuring a child;
4. Engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student, including through use of social media or other electronic communications;
5. Possessing or viewing any pornography on school grounds, or possessing or viewing child pornography or other imagery portraying children in a sexualized manner at any time;
6. Using profane, obscene, or abusive language against or with students, parents/guardians, staff, or community members;
7. Willfully disrupting District or school operations by loud or unreasonable noise or other actions intended to cause or resulting in disruption;

8. Using tobacco, alcohol, or an illegal or unauthorized substance, or possessing or distributing any controlled substance, while in the workplace, on District property, or at a school-sponsored activity;
9. Being dishonest with students, parents/guardians, staff, or members of the public, including, but not limited to, falsifying information in employment records or other school records;
10. Divulging confidential information about students, district employees, or District operations to persons or entities not authorized to receive the information;
11. Using District equipment or other District resources, including use of duty time, for the employee's own commercial purposes or for political activities (Employees shall be notified that computer files and all electronic communications, including, but not limited to, email and voice mail, are not private. To ensure proper use, the Superintendent or designee may monitor employee usage of District technological resources at any time without the employee's consent);
12. Using District equipment or communications devices for personal purposes while on duty, except in an emergency, during scheduled work breaks, or for personal necessity; and
13. Causing damage to or engaging in theft of property belonging to students, staff, or the District.

Reports of Misconduct

An employee who observes or has evidence of another employee's inappropriate conduct shall immediately report such conduct to the principal or Superintendent or designee. An employee who has knowledge of or suspects child abuse or neglect shall file a report pursuant to the district's child abuse reporting procedures as detailed in Board Policy and Administrative Regulation 5141.4 - Child Abuse Prevention and Reporting.

Any reports of employee misconduct shall be promptly investigated. Any employee who is found to have engaged in inappropriate conduct in violation of law or Board policy shall be subject to disciplinary action and, in the case of a certificated employee, may be subject to a report to the Commission on Teacher Credentialing. The Superintendent or designee shall notify local law enforcement as appropriate.

An employee who has knowledge of but fails to report inappropriate employee conduct may also be subject to discipline. District prohibits retaliation against anyone who files a complaint against an employee or reports an employee's inappropriate conduct. Any employee who retaliates against any such complainant, reporter, or other participant in the district's complaint process shall be subject to discipline.

Notifications

The section(s) of the District’s employee Code of Ethics addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on school and/or district web sites.

Legal Reference:

EDUCATION CODE

- 200-262.4 Prohibition of discrimination on the basis of sex
- 44050 Employee code of conduct; interaction with students
- 44242.5 Reports and review of alleged misconduct
- 48980 Parental notifications

PENAL CODE

- 11164-11174.4 Child Abuse and Neglect Reporting Act

CODE OF REGULATIONS, TITLE 5

- 80303 Reports of dismissal, resignation, and other termination for alleged misconduct
- 80331-80338 Rules of conduct for professional educators

Board of Trustees
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