SUGAR SALEM SCHOOL DISTRICT #322 POLICY

TITLE: Personal Conduct NUMBER: 5280

NEW: February 2008 REVISED: December 2012

To promote the Aspirations and Commitments set forth in the Code of Ethics for Idaho Professional Educators which states: “the professional educator regards the employment agreement as a pledge to be executed in a manner consistent with the highest ideals of professional service. He believes that sound professional personal relationships with colleagues with governing boards, and community members are built upon integrity, dignity, and mutual respect”; and to promote, protect and preserve the educational environment of every student within the district, all employees shall abide by the following:

1. Maintain the highest standards of honesty, integrity and impartiality in the conduct of District business and comply and conform to the Idaho law and the Code of Ethics of the Idaho Teaching Profession.
2. Not dispense or utilize any information gained from employment with the District, accept gifts or benefits, or participate in business enterprises or employment which create a conflict of interest with the faithful and impartial discharge of the employee’s District duties.
3. Further, employees should hold confidential all information deemed to be not for public consumption as determined by law and Board policy.  Employees shall also respect the confidentiality of people served in the course of the employee’s duties and use information gained in a responsible manner.  Discretion should be employed even within the school system’s own network of communication.
4. A District employee may, prior to acting in a manner which may impinge on any fiduciary duty, disclose the nature of the private interest which creates a conflict.  Care should be taken to avoid using, or avoid the appearance of using, official positions and confidential information for personal advantage or gain.
5. Refrain from having an intimate relationship with any other District employee, whether married or single unless that person is his or her spouse.
6. Whether married or single, shall refrain from having an intimate relationship with a married parent of a student attending school within this District. (This prohibition does not apply to married District employees whose child(ren) attends the District.)
7. This policy does not prohibit a single, unmarried employee of the District from having a consensual relationship with a single, unmarried parent of a student attending school within this District, nor does this policy prohibit single, unmarried employees of the District from having a consensual relationship with another single, unmarried employee of the District.

Violation of this policy by a District employee will result in disciplinary action up to and including termination.

Definition: For the purposes of this policy a prohibited “intimate relationship” is present where the parties engage or have engaged in any of the sexual acts identified at Idaho Code § 18-1505B(1)(a), whether between persons of the same or opposite sex, and regardless of mental status.

District Employees who are contacted by the media should direct such inquiries to either the individual in question, the Principal, or to the Superintendent.

Administrators and supervisors may also set forth specific rules and regulations governing an employee’s conduct on the job within a particular building.

Legal Reference: I.C. § 33-1208

Revocation, Suspension or Denial of Certificate – Grounds

Code of Ethics of the Idaho Teaching Profession