

Sebastopol Independent Charter School Coaches' Code of Conduct with Students

Sebastopol Charter School expects all coaches to exercise good judgment and maintain professional standards and ethical boundaries when interacting with students. This Coaches' Code of Conduct with Students is not intended to be an exhaustive list of unprofessional conduct.

Sebastopol Charter School coaches will not:

- Engage in conduct that endangers students, including, but not limited to, physical violence and threats of violence
- Engage in harassing or discriminatory behavior towards students, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed
- Physically abuse, sexually abuse, neglect, or otherwise willfully harm or injure a student
- Use profane, obscene, or abusive language against or in the presence of students
- Retaliate against a student who voices a concern or makes a complaint about an adult's behavior
- Engage in inappropriate socialization or fraternization with a student or solicit, encourage, or maintain an inappropriate written, verbal, electronic, or physical relationship with a student
- Be alone with a student without a legitimate educational purpose
- Invite a student to the coach's home or visit the student's home without a legitimate educational purpose
- Maintain personal contact with a student outside of school by cell phone, electronic communications, including social media, or other means without including the school principal and/or student's parents/guardians.

- Single out a student for personal attention, using personalized terms of endearment, disclosing the adult's personal, sexual or private concerns, and/or encouraging students to confide personal or family problems with no legitimate educational purpose
- Touch students or initiate inappropriate physical contact without a legitimate educational purpose
- Transport student(s) in a personal vehicle in a non-emergency situation and without written authorization
- Date, flirt, or otherwise attempt to form a romantic or sexual relationship with any student, regardless of the student's age
- Make sexual slurs, sexual jokes, engage in sexual banter, innuendo, or writing sexual notes to students
- Leer, or make personal comments about a student's body
- Displaying or transmitting sexual objects, pornography, pictures or depictions to a student

Duty to Report

Any employee who observes or has knowledge of inappropriate conduct between a coach and a student shall immediately report such conduct to the site administrator, the Athletic Director or the District's Title IX Coordinator. An employee who has knowledge of or suspect's child abuse or neglect shall file a report pursuant to the District's policies regarding child abuse prevention and reporting.