

CLARK COUNTY SCHOOL DISTRICT POLICY

P-4100

RELATIONSHIPS, INTERACTIONS, AND COMMUNICATIONS BETWEEN DISTRICT EMPLOYEES OR REPRESENTATIVES/VOLUNTEERS AND STUDENTS

The Clark County School District (CCSD) is committed to ensuring that all relationships, interactions, and communications between CCSD employees or representatives/volunteers and students, regardless of age, are appropriate by establishing clear procedures for all employees or representatives/volunteers, defining appropriate and inappropriate conduct, mandating the reporting of inappropriate conduct, cooperating with law enforcement, and ensuring compliance with applicable laws.

- I. This policy applies to all full-time and part-time CCSD employees or representatives/volunteers. A CCSD representative is defined as any person, 18 years of age or older, who performs services for, acts on behalf of, or otherwise represents CCSD in any capacity, or who, through his/her participation in CCSD activities, events, programs, or other business, is reasonably viewed by the public as an employee, agent, or representative of CCSD. CCSD representatives include, but are not exclusively, volunteers. A CCSD volunteer is defined as any person, 18 years of age or older, who helps or assists a school or the school district, regardless of compensation or benefit, with activities, athletics, events, functions, programs, and/or tasks, including but not limited to, in a classroom, on school grounds, at a school sanctioned activity, at a school-sponsored event, or on a school trip.
- II. CCSD employees and representatives/volunteers must ensure that all relationships, interactions, and communications with students are honest, professional, respectful, and restricted to education-related matters or other developmentally appropriate matters. The corresponding regulation defines what CCSD considers to be an inappropriate relationship, interaction, and/or communication between a CCSD employee, representative, or volunteer and a student.
- III. All CCSD employees and volunteers are required to immediately, within twenty-four (24) hours, report to a law enforcement agency (CCSD School Police or local law enforcement) and Child Protective Services (CPS) once they know or have reasonable cause to believe that a child has been subjected to abuse or neglect, sexual conduct, or luring by another employee or volunteer for a public school or private school. All CCSD employees and volunteers are also required to immediately report any actual, suspected, possible, or potential inappropriate

relationship, interaction, or communication, which includes grooming, between CCSD employees or volunteers and students to a law enforcement agency (CCSD School Police or local law enforcement). Abuse and neglect of a child by other persons responsible for the welfare of the child must be reported under the requirements of Regulation 5152. CCSD expects that community members, parents, and students will also make such reports.

- IV. This policy is aligned with Nevada Revised Statutes and applies to and is intended to protect all persons, regardless of race, creed, color, sex, marital status, age, national or ethnic origin, sexual orientation, gender identity or expression, or disability.

Legal Reference: NRS Chapter 200.310, NRS Chapter 201.520,
NRS Chapter 201.540, NRS Chapter 201.560, NRS Chapter
207.260, NRS Chapter 432B.220
Review Responsibility: Human Resources Division
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