

**I. PURPOSE**

Athlos Academy of St. Cloud is committed to a school environment in which all students are treated with respect and dignity. Every school employee is to provide students with appropriate guidance, understanding and direction, while acting within accepted standards of professional conduct.

**II. POLICY**

- A. This policy applies to all Athlos Academy of St. Cloud employees at all times, whether on or off duty and on or off of school grounds.
- B. At all times, students will be treated by teachers and other school employees with respect, courtesy and consideration and in a professional manner.
  - 1. Teachers and other school employees must be mindful of their inherent positions of authority and influence over students.
  - 2. Each school employee is expected to exercise good judgment and professionalism in all interpersonal relationships with students.
  - 3. Such relationships must be and remain on an employee-student basis.
  - 4. Excessive informal and social involvement with individual students is unprofessional, is not compatible with employee-student relationships, and is inappropriate.
- C. Any interaction/activity of a sexual nature between school employees and students, without regard to the age of the student, are strictly forbidden and may subject the employee to criminal liability as well as disciplinary action up to and including termination in accordance with Minn. Stat. § 122A.40, Subd. 13.
- D. Reports of alleged violations of this policy shall be directed to the Lead School Administrator or designee.

**Legal References:**

[Minn. Stat. § 122A.40](#) (Employment; Contracts; Termination)

[Minn. Stat. §§ 609.341–609.352](#) (Detailing Sex Offenses)

[Minn. Rules Part 3512.5200](#) (Code of Ethics for School Administrators)

[Minn. Rules Part 8710.2100](#) (Code of Ethics for Minnesota Teachers)