



SACRAMENTO WALDORF SCHOOL **Employee-Student Interaction Policy**

The human relationships formed between Waldorf educators and our students and their families are at the heart of our education, and we recognize that these relationships make a difference in the lives of our students. Because these relationships are so important, it is essential that SWS faculty and staff maintain professional relationships with students at all times. This refers not only to during the school day, but at events, both on and off campus, whether sponsored by the school or not, and on social media. In light of this responsibility, the following rules have been developed regarding interactions between faculty and students and the educational process here at SWS.

- All employees must maintain visibility in an accessible space when interacting with students.
- Relationships with students must be professional; relationships that a reasonable person may suspect are beyond a professional capacity are grounds for dismissal.
- Language used with students and colleagues must be professional and appropriate.
- Any misuse of authority, including trespassing the boundaries of a student/teacher relationship or exploitation of position is unacceptable and a betrayal of trust.
- E-mails, text-messages, phone conversations, and other communications to and with students must be professional and pertain to school activities or classes.
- Faculty and staff cannot “friend” or “follow” current students on social media platforms. Faculty and staff cannot post a student’s personally identifiable information to their social media account.
- Drug or alcohol use in conjunction with a school-sponsored event where students are present is unprofessional and not tolerated. The Auction and the Waldorf Cup are the two exclusive adult-only school-sponsored off-campus events that can serve alcohol.