

1 ~~[R277. Education, Administration.~~

2 ~~R277-517. LEA Codes of Conduct.~~

3 ~~R277-517-1. Authority and Purpose.~~

4 ~~—— (1) This rule is authorized by:~~

5 ~~—— (a) Utah Constitution Article X, Section 3, which vests general control and~~
6 ~~supervision over public education in the Board; and~~

7 ~~—— (b) Section 53E-3-401(4), which allows the Board to make rules to execute the~~
8 ~~Board's duties and responsibilities under the Utah Constitution and state law.~~

9 ~~—— (2) The purpose of this rule is to require LEAs to create a code of conduct applicable~~
10 ~~to the LEA's staff.~~

11 ~~R277-517-2. Definitions.~~

12 ~~—— (1) "Boundary violation" means the same as that term is defined in R277-515.~~

13 ~~—— (2) "Staff" or "staff member" means an employee, contractor, or volunteer with~~
14 ~~unsupervised access to students.——~~

15 ~~R277-517-3. Required Code of Conduct~~

16 ~~—— (1) Each LEA shall adopt a code of conduct applicable to the LEA's staff.~~

17 ~~—— (2) A code of conduct, adopted pursuant to Subsection (2), shall include, at a~~
18 ~~minimum:~~

19 ~~—— (a) a statement that a staff member should avoid boundary violations, as defined~~
20 ~~in Rule R277-515, with students;~~

21 ~~—— (b) a statement that a staff member may not subject a student to:~~

22 ~~—— (i) physical abuse;~~

23 ~~—— (ii) verbal abuse;~~

24 ~~—— (iii) sexual abuse; or~~

25 ~~—— (iv) mental abuse;~~

26 ~~—— (c) a statement that a staff member shall report any suspected incidents of:~~

27 ~~—— (i) physical abuse;~~

- 28 ~~—— (ii) verbal abuse;~~
29 ~~—— (iii) sexual abuse;~~
30 ~~—— (iv) mental abuse; or~~
31 ~~—— (v) neglect;~~
32 ~~—— (d) a statement that a staff member may not touch a student in a way that makes~~
33 ~~a reasonably objective student feel uncomfortable;~~
34 ~~—— (e) a statement regarding appropriate verbal or electronic communication between~~
35 ~~a staff member and a student;~~
36 ~~—— (f) a statement regarding providing gifts, special favors, or preferential treatment to~~
37 ~~a student or group of students;~~
38 ~~—— (g) a statement that a staff member shall not discriminate against a student on the~~
39 ~~basis of sex, race, religion, or any other prohibited class;~~
40 ~~—— (h) a statement regarding appropriate use of electronic devices and social media for~~
41 ~~communication between a staff member and a student;~~
42 ~~—— (i) a statement regarding use of alcohol, tobacco, and illegal substances during work~~
43 ~~hours and on school property;~~
44 ~~—— (j) a statement that a staff member is required to:~~
45 ~~—— (i) report any suspicion of child abuse or bullying to the proper authorities;~~
46 ~~—— (ii) annually read and sign all policies related to identifying, documenting, and~~
47 ~~reporting child abuse; and~~
48 ~~—— (iii) for an employee or contractor, annually attend abuse prevention training~~
49 ~~required in Section 53G-9-207; and~~
50 ~~—— (3) An LEA shall post a code of conduct adopted pursuant to Subsection (2) on the~~
51 ~~LEA's website.~~
52 ~~—— (4) An LEA shall provide information to staff that they should report and how to~~
53 ~~report:~~
54 ~~—— (a) known violations of the LEA's code of conduct; and~~
55 ~~—— (b) known violations of the Utah Educator Standards contained in R277-515.~~
56 ~~——~~

57 ~~KEY: codes of conduct~~

58 ~~Date of Enactment of Last Substantive Amendment: January 10, 2017~~

59 ~~Authorizing, and Implemented, or Interpreted Law: Art X Sec 3; 53E-3-401(4)]~~