

## Code of Conduct/AB500:

The Waldorf School of Orange County (WSOC) is committed to work out of Anthroposophy including the social ideal of honoring everyone within the community and helping the individuals to work towards supporting the whole community.

### INTERACTIONS AND PHYSICAL CONTACT WITH STUDENTS

Faculty are expected to treat students, parents and colleagues with respect, care and professional behavior. Faculty should be mindful of the following suggestions which align with the AB500 regulations:

- Working one-on-one with students is best done in an open space or with doors open.
- Driving a student in a teacher's car should only be done with specific permission from parents or guardian, or from the school administrator.
- With recognition that touch is an appropriate part of our work to support the healthy development of students as a "whole child" (relative to social-emotional development or the "soul" realm), it is also important to use sensible judgement regarding who the child is, age and where and how you touch.
- Physical contact in response to injuries or illness, should be carried out using the techniques taught in the school's first aide training. Following the incident, documentation and notification to the parent plus the school receptionist, department, school Administrative Director or Faculty Chair are required.
- Physical contact needed in the rare occasions of restraint needs to be carried out with conscious consideration for size, age and state of the child. Following the incident, documentation and notification to the parent plus the school receptionist, department, school Administrative Director or Faculty Chair are required.
- Physical punishment involving physical contact with the student is not allowed

### RELATIONSHIPS WITH STUDENTS

Teacher-student relationships are a core element of the Waldorf pedagogy.

These relationships are developed, nurtured, and maintained through morning handshakes, attentive conversations, occasional hugs, individual accommodations in the curriculum, academic support and other modalities of the curriculum.

As relationships evolve over years, faculty must be careful to keep the relationships within the realm of the school work. Faculty need to be mindful about and conscious about letting interactions become more personal than professional, take care to redirect infatuation or inclinations on the part of a student, and avoid letting the relationship serve the teacher's needs rather than the needs of the student.

Faculty should be mindful of the following suggestions which align with the AB500 regulations:

- Avoid inviting students to teacher's home unless it is part of the curriculum (such as class social events) and with parental consent.
- Appropriate language should be used. Profanity is not allowed. Derogatory remarks and offensive comments do not fit in the WSOC community.
- Faculty should not invite students to join social media networking channels other than the school-owned systems set up for curriculum and grades.
- Faculty should not accept invitations from students to join social media networking channels.
- You must never have a romantic or sexual relationship with a student. It is irrelevant of the nature of the relationship, consensual or non-consensual, or condoned by the parents or guardians

## REPORTABLE BEHAVIOR

You must report any concerns you have about other employees, contractors, and/or volunteers engaging in behavior that is in violation of the Employee Handbook and/or the Code of Conduct. This includes self-disclosure if the behavior involves a personal violation.

In addition to policies included in the Employee Handbook and/or the Code of Conduct, inappropriate behavior also includes:

- Any sexual offense, or sexual misconduct, committed against, with, or

in the presence of, a child (including a child pornography offense)

- Any physical abuse, assault, ill-treatment, or neglect of a child
- Any behavior that causes emotional abuse or psychological harm to a child, whether or not the child consents