

R277-517 received final approval by the Utah State Board of Education on June 6, 2019. R277-517 is published in the July 1, 2019 Utah State Bulletin, subject to a 30-day comment period, with a first possible effective date of August 7, 2019.

~~[R277. Education, Administration.~~

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

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

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

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

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

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

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

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

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

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

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

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

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

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

~~—— (i) physical abuse;~~

~~—— (ii) verbal abuse;~~

~~—— (iii) sexual abuse; or~~

~~—— (iv) mental abuse;~~

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

~~—— (i) physical abuse;~~

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

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

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