



**COLORADO**

**School Safety Resource Center**

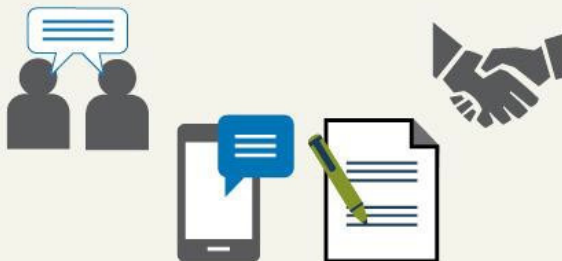
Department of Public Safety

<https://www.colorado.gov/pacific/cssrc>

## Prevention of Adult Sexual Misconduct in Schools

### Exhibit 1.

#### Examples of Appropriate vs. Inappropriate School Personnel Conduct



#### VERBAL / WRITTEN / ONLINE COMMUNICATIONS

##### **Appropriate:**

- ✓ Praise
- ✓ Positive reinforcement for good work or behavior
- ✓ Humor and friendly comments
- ✓ Compliments that are not personal in nature
- ✓ Interactions with students in plain sight of all, with doors open

##### **Inappropriate/Harmful:**

- ✗ Sexually provocative or degrading comments
- ✗ Risqué jokes
- ✗ Singled-out student(s) for favors
- ✗ Written greeting card messages, notes, texts, emails, social media posts, or yearbook inscriptions that are highly personal in nature
- ✗ Suggestive easing that references matters of gender or contains sexual innuendo

#### PHYSICAL CONDUCT

##### **Appropriate:**

- ✓ Personal contact in safe-touch areas (i.e., shoulders, upper back, arms, head, and hands), as long as the behavior is obviously appropriate, such as when giving a handshake or pat on the back
- ✓ Legitimate nonsexual touching, such as a high school athletic coach hugging a student who made a goal or a kindergarten teacher's consoling hug for a child with a skinned knee

##### **Inappropriate/Harmful:**

- ✗ Patting the buttocks
- ✗ Hugging, if the child is not receptive, if the staff member is hugging too often or for too long, or if the contact is romanticized or sexually intimate
- ✗ Touching that is intimate, romantic, or sexual in nature
- ✗ Meeting students away from school grounds during out-of-school hours or taking them away from school grounds before and after school hours
- ✗ Using corporal punishment
- ✗ Showing printed or web-based pornography and/or engaging students in pornographic activities
- ✗ Being alone in a locked room with a student
- ✗ Using cyberspace to interact privately with a student, without others' knowledge, consent, and supervision

Borrowed from "A Training Guide for Administrators and Educators on Addressing Adult Sexual Misconduct in the School Setting," a publication of the U.S. Department of Education Office of Safe and Healthy Students, Readiness and Emergency Management for Schools Technical Assistance Center (REMS-TA).

