



Schools Legal Service
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Confidential Attorney/Client
Privileged Communication

Re: Assembly Bill 500
Staff and Student Non-Fraternization Policy

Dear Schools Legal Service Clients:

This is in follow-up to our January 9, 2018 School Law Update on Assembly Bill 500 concerning employee interactions with pupils.

As you may remember, Assembly Bill 500 added Section 44050(a) to the Education Code requiring all schools and school districts that have an employee code of conduct which includes a section on employee-student interactions (fraternization policy), to distribute that section of the code of conduct to parents at the beginning of each school year (effective July 1, 2018). The bill also required the information to be published on the school district website, and each of its school's websites (effective January 1, 2018).

We have drafted a Staff and Student Non-Fraternization Policy that we believe will not only satisfy the requirements of AB 500, but will also be useful as a tool to educate employees, parents, and students regarding appropriate employee-student interactions. Please consider recommending this policy to your governing board for adoption and distribution to your stakeholders, including staff and parents.

If your district maintains a professionalism standards policy that is posted to your website, please be sure to also attach the included Staff and Student Non-Fraternization Policy—making sure it is clearly labeled and easily accessible.

Should you have any questions, please contact our Labor and Employment Practice Group.

Very truly yours,


ERIC ALFORD

EKA/clc
Attachment: Staff and Student Non-Fraternization Policy