

1.0 School Administration

1.A. General

1.A STAFF INTERACTIONS WITH STUDENTS

Adopted by Committee: February 11, 2026

Policy Reference: EL-1.1/ EL-1.2

Legal Reference:

Overview

All staff and volunteers need to be aware that they hold a legal position of trust and power in relation to students. While legal obligations vary depending on the specific circumstances, the position of trust does not stop when an adult or a student leaves the school. If this position of trust and power are compromised, this would exceed the boundaries of an appropriate student/staff relationship. It is important to understand the boundaries that define what should and should not be done, what is and is not acceptable, and what promotes the best interests of every party involved.

An abuse and breach of power on the part of an adult acting on behalf of the school division would be a breach of their required employment duties and responsibilities, and/or a breach and betrayal of both parental/guardian/responsible adult and public trust and are detrimental to our pupils and the communities we serve.

Staff should be diligent in avoiding any conduct that is unprofessional, that is to say any act that does not represent a staff-pupil interaction that is required for learning and instruction, or that can be reasonably perceived as a breach of power or trust on the part of the staff member in the eyes of others.

This policy is not designed to restrict or challenge a staff member's own personal or professional freedoms but rather to keep themselves, their students, school, and the school division as a whole safe, to minimize the potential for risk and harm and to promote the proper exercise of their authority and trust under all circumstances.

Requirements:

All school staff are required to:

- a. Complete the **Respect in Schools** Training: All school personnel must complete training of approximately 90 minutes, once every 4 years. The Division has the discretion to determine if volunteers will be required to complete the training. Commit to Kids through Canadian Centre for Child Protection is an alternative training program to Respect in Schools.
- b. Complete the **Respect in Sport** Training: All **coaches** must complete training prior to beginning coaching or shortly thereafter. The training should be completed at least once every 5 years, or consistent with the requirements set by Sports Manitoba.

- c. Read [“Staff Interactions with Students & Human Trafficking, Child Exploitation, and Non-Consensual Intimate Images in Manitoba Schools”](#) Manitoba School Boards Association online resource guide and complete declaration (see attachment)

Volunteers or contracted staff within Lakeshore School Division will also be required to complete courses and read the resource guide above as deemed appropriate to their work.

Staff and Student Interactions

a. During School Hours

Staff members or volunteers should not invite or allow a student to visit with them at, meet them at, or conjointly and concurrently make use of a non-school property without prior approval of their supervisor and parent/guardian. Staff will not have students over to their personal residence. Interactions must align with school-approved permissions and consent forms.

b. Outside of School Hours

Unplanned interactions in community settings are unavoidable but should remain professional. Family-related interactions (whereas parents and teachers are friends, or children of teachers are friends) are permitted but consent is advised.

c. Field Trips/ Overnights

If field trips or overnights are occurring, staff will try to follow “rule of two” wherever possible.

d. Duty to Report

Staff must consult administrators or supervisors for concerns related to staff interaction with students. Staff, students, parents/guardians, or visitors must notify supervisors if they suspect any violations of this policy.

Definitions

Boundaries: Guidelines for professional behaviour when interacting with students during and outside of school hours.

Intention/ Intentional/intentionally: Deliberate actions or outcomes planned by staff.

Rule of Two: Staff are required to have two adults (whenever possible) present during any interaction with a student, in planning for individualized or small group interactions with any students during and outside of the school day, to protect students and themselves. If two staff are not available, efforts must be made to provide openness (i.e. open-door policy).

References:

- The Public Schools Act Sections 47.1.1(1) to 47.1.1(7), 47.1.2(1) Manitoba Regulation 37/2012 (Reporting Bullying)
- The Child and Family Services Act Sections 17, 18
- Criminal Code of Canada Sections 153, 273.1(2)(c), PARTS V and VIII

ACKNOWLEDGEMENT

Staff Interactions with Students & Human Trafficking, Child Exploitation, and Non-Consensual Intimate Images in Manitoba Schools

All employees are required to:

- read the Resource Guide: *Staff Interactions with Students & Human Trafficking, Child Exploitation, and Non-Consensual Intimate Images in Manitoba Schools* regarding human trafficking, child exploitation and non-consensual intimate images in Manitoba schools; and
- complete this form as confirmation that they have reviewed the Resource Guide.

Employee Name: _____

School: _____

I confirm that I have read the aforementioned Resource Guide document.

Employee's Signature

Date

This signed document will be kept in the employee personnel file.