



Montessori School of Champaign-Urbana's

Employee Code of Professional Conduct

At MSCU, we prioritize maintaining a safe and respectful learning environment for all students. Employees are expected to adhere to the highest professional standards and uphold clear boundaries with students. This includes refraining from any actions that could be construed as sexual misconduct, as defined by state law. Sexual misconduct includes any verbal, written, or physical activity aimed at establishing a romantic or sexual relationship with a student, such as making suggestive comments, engaging in romantic dialogue, or disclosing personal sexual information. Staff must ensure that their interactions with students remain professional and appropriate, recognizing the age and developmental stage of each student. Employees are prohibited from engaging in any behavior that may blur these boundaries, including inappropriate physical contact, taking or sharing inappropriate photos or videos, or meeting students outside of the professional role.

Furthermore, MSCU employees are required to comply with the Illinois Code of Ethics for Educators and are subject to mandatory training regarding child abuse and educator ethics. Employees must also be vigilant and report any concerning behavior that may suggest a breach of staff-student boundaries, in line with state and federal reporting requirements. Failure to uphold these standards or to report violations may result in disciplinary actions, including dismissal. The MSCU Employee Code of Conduct will be readily accessible to all staff and incorporated into handbooks provided to staff, students, and parents. Through these policies, MSCU reaffirms its commitment to fostering a safe, ethical, and supportive environment for all students. Please see 105 ILCS 5/22-88.5(d) for a comprehensive list.