



Professional Conduct Toward Students

DID YOU
KNOW



As a Kelly Education employee, **you must allow all students to use the restroom if and when they request to do so** (unless policy dictates otherwise). Never make ‘judgment calls’ as to the authenticity of their request unless otherwise directed by district or school personnel. The same goes if a student asks to visit the school clinic or nurse, too.



Tummy aches and Potty Breaks—Not Your Call

As a person working in a school and or around children you are a **professional**. No matter what position you are working as within the academic institution you are filling an important, and sometimes challenging, role.

When working in a school, your primary concern will always be for the student. The educator must strive to create a learning environment that fulfills the potential of all students, while maintaining an appropriate level of professionalism. During the hiring process, all Kelly employees sign and acknowledge what is referred to as the “Standards of Professional Conduct” which details these policies and more. This document is available on your mykelly.com page.

One of the basic tenets of professional conduct is for you to make a constructive effort to **protect the student from conditions detrimental to learning, health or safety**. This includes not putting yourself in a position to make judgment calls as it relates to student health or safety.

A Scenario

Consider the following scenario. You are supervising a class of tenth-grade students. A student approaches you and asks to be excused to use the restroom and you allow him. Upon his return, a second student asks to use the restroom, which you again allow. Upon his return, a third student makes the same request almost immediately. You suspect that the students are not actually using the restroom and are taking advantage of the situation to roam the halls. Another student continues the pattern and wishes to use the restroom. There is no school specific policy in place regarding this. What do you do (A or B)?

A. Put a stop to this behavior and inform all students that there will be no more restroom

breaks for the remainder of the period.

B. Allow the student to go to the restroom. If the pattern continues, direct the student to or contact the main office to request permission.

Correct Answer: B.

Allow the student to go to the restroom. It is not your responsibility to make judgment calls regarding students who wish to use the restroom or claim they are ill and wish to see the school nurse. **You must allow any student who claims to need to use the restroom or see the school nurse to do so unless school policy dictates otherwise. If the situation calls for it, you may want to direct the student to the school office for permission to use the restroom.**

But I know the student is not truthful!

In cases like the one we just reviewed, it makes no difference whether you know for a fact that students are playing games with you or are not telling the truth about their circumstances. It is not your call to make.

- If you deny a student the opportunity to use the restroom, and they soil themselves (even purposely), it can become a major incident.
- If you deny a student the opportunity to see the school nurse or clinic and they end up with an illness or injury, it can become a major incident.

In both of the above situations, you must allow the student to visit the restroom or school nurse unless school or district specific policy dictates otherwise. Failure to respond appropriately could lead to disciplinary action and could even involve legal complications.

As referenced earlier in this topic, if the students are disruptive and untruthful about their need to use the restroom, you may want to enlist the help of the school office to deal with the situation. The primary thing to remember is that it is not your responsibility to make those judgment calls. **Protect yourself and the ensure the health and safety of your students by allowing them these permissions. Contact the school office if necessary.**