Board of Trustees

**Public Notice of Proposed Policy for Comment**

Eastern North Carolina School for the Deaf invites public comment on the following proposed policies. In accordance with applicable state law, policies are posted for stakeholder review and feedback prior to adoption by the Board of Trustees.

**Policy Title/Number**

Staff-Student Relations/4040/7310

**Summary of Policy**

The Staff-Student Relations policy establishes clear expectations for professional boundaries between all Eastern North Carolina School for the Deaf (ENCSD) employees and students. It is designed to protect students from inappropriate conduct and ensure a safe, supportive, and respectful learning environment.

Key provisions of the policy include:

* Prohibition of any romantic, sexual, or otherwise inappropriate relationships or communications between staff and students, regardless of the student’s age or consent.
* Guidance on maintaining appropriate professional boundaries in both in-person and electronic communications
* Mandatory reporting requirements for staff who observe or suspect violations of the policy.
* Procedures for investigating allegations of staff misconduct, in compliance with federal and state laws, including NCDPI and NC Office of State Human Resources (OSHR) requirements.

The policy reflects ENCSD’s commitment to student safety and upholding the highest standards or professional conduct. It aligns with applicable state and federal laws as well as NCDPI guidelines.

**Comment Period**

June 16, 2025-July 15, 2025

**How to Submit Comments**

Please submit written comments via email to: mandy.armstrong@encsd.k12.nc.us

Or mail to:

Eastern North Carolina School for the Deaf

Attn: Mandy Armstrong

1311 US-301 South

Wilson, NC 27893

**Deadline for Comments:**

All comments must be received by July 15, 2025, 12 PM to be considered by the Board.