

Las Cruces Public Schools



Volunteer Application

Volunteer Services
Human Resource Development Office
(575)527-5800
www.lcps.k12.nm.us

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Cindy Donnelly
Chief
Human Resource Development

Steps to Follow

Step 1:

Complete packet and have **all** of the school(s) you want to volunteer at sign off on page 4.

Step 2:

Register for your background check (this information is on page 3) and complete the fingerprinting process at Security Concepts.

Step 3:

- Send or deliver your packet to the HR Receptionist/Clerk.
budero@lcps.net
- Send a photo to the HR Receptionist/Clerk for your Volunteer ID and Clearance Letter.
budero@lcps.net

Step 4:

After your fingerprint results, volunteer packet and photo are received, HR will let you know when your ID is ready to be picked up. Once you receive your ID, your file will be completed and your clearance letter will be issued to the school.

***Make sure to have page 4 signed by
ALL the
schools that you plan to volunteer at***

The Las Cruces Public Schools welcomes and encourages all parents and citizens of Las Cruces to volunteer their time in our schools. To protect our students, volunteers must comply with Las Cruces Public Schools' Board of Education policy GBJC. **The policy requires volunteers to complete a Volunteer Packet and these packets are available at the school, the Human Resources department or online at <https://www.lcps.net/page/volunteers>**

BACKGROUND CHECK PROCEDURE

STATE AND FEDERAL BACKGROUND CHECKS* Volunteers are required to have State and Federal Background Checks* only once unless there is a break in service of one school year or longer, excluding summers.

You will need to register online PRIOR to going to fingerprinting at <https://nm.state.identogo.com/> or by phone at (877) 467-9215. For the background check, there is a \$59 fee that is paid by credit card.

STEPS FOR REGISTRATION

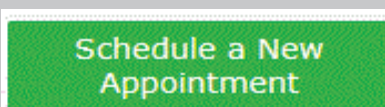
STEP 1

Go to the online link for registration at:

<https://nm.state.identogo.com/>

STEP 2

Select the "Green Button" to schedule a new appointment.



STEP 3

Type in the ORI Number: **NM930046Z** and select "Go".

STEP 4

Agree to the Acknowledgement/Release to continue and select "Go".

STEP 5

Enter your Zip Code.

STEP 6

Schedule your background check at your nearest ingerprinting location during your preferred day of the week.

STEP 7

Select the time you would like to go.

STEP 8

Fill out information on the application. **Please make sure the Address you list is the same Address on your state issued ID (even if your address has changed)!**

STEP 9

Under Applicant Employer Information: Select "No"

After your information is entered, proceed to the next page to complete your payment, and inish your registration.

After you complete your registration, take your receipt and a valid photo ID to the location that you scheduled your background check at in step 6. Below are the two providers in Las Cruces.

**Security Concepts (575) 526-4151
130 N. Solano Dr.
Las Cruces, NM 88001**

**HTM Security (575) 524-6904
1065 S. Main St. Suite B
Las Cruces, NM 88005**

Your background report will be sent electronically to LCPS Human Resources in 5 to 7 business days.



*MUST BE SIGNED BY **ALL** PRINCIPALS OF
THE SCHOOLS YOU ARE VOLUNTEERING
AT.

Signature
Principal/Supervisor

VOLUNTEER INFORMATION SHEET

Name _____ Date of Birth _____ Date _____

Address _____ Zip _____

Phone _____ Emergency Phone _____

E-Mail Address _____

School Site _____

Child (ren) Name (s): 1. _____ 2. _____ 3. _____

Type of Volunteer Work Preferred:

Office Work _____ Custodial/Maintenance _____

Cafeteria _____ Classroom _____

Tutor _____ Music _____

Other (Specify) _____

Volunteer under 18 years old? _____ Yes _____ No

Why are you volunteering in the schools? _____

References:

Name	Relationship	Address	Phone
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1. _____			
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2. _____			
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Volunteer's Signature _____ **Date** _____

INSTRUCTIONS: To be completed by any student, parent, volunteer, or guest of the Las Cruces Public Schools who wishes to use the District network and other technology resources including internet and email resources.

PART I – USER INFORMATION

**LAS CRUCES PUBLIC SCHOOLS
CRIMINAL HISTORY AFFIDAVIT
Applicant/Volunteer**

Dear Applicant/Volunteer: Most positions with the Las Cruces Public Schools involve contact with our student population. We ask that you provide the information on this form to help us evaluate your suitability to perform in this capacity. Pursuant to New Mexico State Statutes, all applicants for employment are expected to provide us with this information. This insert is part of the application itself and any misrepresentation or omission of fact may be grounds for disqualification from further consideration or for termination of employment regardless of when the misrepresentation or omission is discovered.

I _____, certify that this document is a true, accurate, and full
PRINT NAME
disclosure of my personal and professional background history.

The conviction of a crime or any affirmative answer provided by you on this insert is NOT an automatic bar to employment. The LCPS will consider the nature of any conviction or alleged conduct underlying the affirmative response and the position for which you are applying.

SECTION 1 (Check ONE of the following two statements)

_____ I certify that I am not currently being charged with, I am not currently indicted on, I am not awaiting trial on, I have never been convicted of, and/or have never admitted committing, any of the offenses described in this document in this state or any similar offense or offenses in any other jurisdiction and that I have never been put on, and am not currently on probation in this jurisdiction or any other jurisdiction.

OR

_____ I certify that the statements I attach to this form (see NOTE at bottom of Section II) give a true, accurate, and full account of any offenses described in this document that I may have committed, been convicted of, been indicted for, or been charged with in this state or any other jurisdiction,

SECTION II (Please check yes or no for following questions)

1.	Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer or have you offered a resignation to your previous employer?	___Yes ___No
2.	Have you ever been reprimanded, disciplined, discharged, or asked to resign from a prior position for misconduct?	___Yes ___No
3.	Have you been asked to resign from a prior position for other than performance reasons?	___Yes ___No
4.	Have you ever resigned from a prior position without being asked, but under circumstances involving your employer's investigation of sexual contact with another person, of sexual abuse of another person, of mishandling of funds, or of criminal conduct?	___Yes ___No
5.	Have you ever resigned from a prior position without being asked, but under circumstances involving your employer's investigation of misconduct?	___Yes ___No
6.	Have you ever been convicted of a sex offense as a juvenile or an adult?	___Yes ___No
7.	Have you ever been convicted of a drug-related offense as a juvenile or an adult?	___Yes ___No

Continued on Next Page

8.	Have you ever been charged with, or investigated for sexual abuse of another person as a juvenile or as an adult?	____Yes ____No
9.	Have you ever been charged with, pled guilty or no contest (no lo contendere) to, or been convicted of any crime involving sexual abuse of any person or any other crime as a juvenile or as an adult?	____Yes ____No
10.	Have you (a) ever been convicted of a crime, other than a minor traffic offense, or (b) ever entered a plea of guilty or a plea of no contest or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in a public service or education program for any crime than a minor traffic offense as a juvenile or as an adult?	____Yes ____No

NOTE: If you have answered yes to any of the previous ten, questions, please attach sheet(s) explaining in detail. Include the date of the charge, the court action, your attorney's name, the offense in question and the address of the court involved, and sign and date each sheet in the upper right corner.

The crimes referred to this document include but are not limited to:

- | | |
|--|--|
| 1. Sexual abuse of a minor | 15. Kidnapping |
| 2. Incest | 16. Arson |
| 3. Sexual assault | 17. Burglary or Robbery |
| 4. Sexual exploitation of a minor | 18. D.U.I /D.W.I. |
| 5. Contributing to the delinquency of a minor | 19. Criminal Sexual Penetration |
| 6. Distribution of marijuana, or controlled substances | 20. Enticement of a Child |
| 7. Commercial sexual exploitation of a minor | 21. Child Pornography |
| 8. Dangerous crime against a child or children | 22. Criminal Sexual Contact |
| 9. Child abuse | 23. Criminal Sexual Contact with a Minor |
| 10. Molestation of a child | 24. Indecent Exposure |
| 11. Sexual conduct with a minor | 25. Distribution of controlled substances to a minor |
| 12. Aggravated assault of a minor | 26. Delivery to a minor of drug paraphernalia |
| 13. First or second-degree murder | 27. Aggravated indecent exposure |
| 14. Involuntary/Voluntary manslaughter | 28. Aggravated assault on a minor |

I authorize the LCPS to check my personal and employment history, including without limitation, evaluations, criminal arrest and conviction records for both juvenile and adult, reference checks, and release of investigatory information possessed by any private or public employer of any state, local, or federal agency. I expressly waive in connection with any request for or provision of such information, any claims, including without limitation defamation, emotional distress, invasion of privacy or interference with contractual relations that I might otherwise have against LCPS, its agents and officials or any provider of such information.

I understand that all terms of employment, offer of employment, or volunteer status are conditional until the required background investigation is complete. I have read this authorization and release of all claims, and I expressly agree to the terms set forth herein.

SIGNATURE

DATE

PRINTED NAME



I _____
PRINT NAME

1. Acknowledge that I have read and understand all the policies contained in this application.
2. Acknowledge that as a volunteer, I am not covered by the Las Cruces Public School District's insurance policy for personal injury or loss of personal property.
3. Agree to indemnify and hold the district harmless in the event of personal injury or loss of personal property.

I acknowledge I have been given copies of the following policies contained in this application.

Policies:

- *Regulation IJOC (School Volunteers)*
- *Volunteer Pledge*
- *Drug Free Work Place*
- *Reporting Child Abuse*
- *Sexual Harassment*
- *Staff Conduct with Students*
- *Staff Personal Safety and Security*
- *Acceptable use of Technology Resources*

SIGNATURE

DATE

Las Cruces Public Schools
Access to Buildings- Policy ECAB
Staff, Volunteer, Contractor Identification- Policy ECABA

In accordance with Policy and Regulation ECAB and Policy and Regulation ECABA, Las Cruces Public Schools (LCPS) has initiated a key card access system and will issue one official Identification Access Badge per staff member. The Identification Access Badge will serve as both an identification badge and an access key card to gain entry to assigned building(s).

1. Identification must be displayed at all times during working hours and while conducting activities at school buildings, functions or trainings.
2. Each school year, all current staff will be issued a sticker with the current school year date to be placed on their Identification Access Badge.
3. Each staff member shall be responsible for any keys/cards issued to him/her including the Identification Access Badge.
4. All costs of reissuing an Identification Access Badge shall be the responsibility of the persons or company to which the Identification Access Badge was issued. Staff members whose Identification Access Badges that are lost, stolen or damaged will be charged a \$5.00 replacement fee for each instance of loss or theft.
5. Lost or stolen Identification Access Badges need to be reported immediately.
6. Below is a list of common actions that will damage an Identification Access Badge:
 - a. Punching a hole or slot in the badge will damage the internal antenna or electric chip.
 - b. Exposing the badge to extreme heat (direct sunlight on the dash of your car, clothes dryer or iron).
 - c. Using the badge as an ice scraper for the windows of your vehicle.
 - d. Bending, twisting, sitting on, or crimping the badge.
 - e. Exposing the badge to chemicals including organic solvents, thinners, mineral spirits, alcohol, isopropyl, ethanol, or methyl.
 - f. Exposing the badge to high magnetic fields.
 - g. Key rings or lanyards with key rings can also cause damage to the badge.
7. The badge holder shall NOT lend his/her badge to anyone at any time for any reason.
8. Badges that provide access to any LCPS properties and facilities are the sole property of LCPS and may be recovered, upon demand, from any badge holder.
9. When a staff member terminates his/her employment with the school district, said staff member shall return his/her Identification Access Badge to the appropriate principal or administrator.

Access to Policy and Regulation ECAB and Policy and Regulation ECABA can be found on the school district's website.

I have read the above information, have been provided knowledge and know how to access to the Policy and Regulation ECAB *Access to Buildings* and Policy and Regulation ECABA *Staff, Volunteer, Contractor Identification*. I have been given the opportunity to discuss and ask questions regarding the Identification Access Badge. I fully understand that compliance with the terms of this policy is mandatory.

Print Name

Signature

Date

**ALL PACKETS THAT
ARE INCOMPLETE 3
MONTHS FROM THE
SIGNED DATE ON THE
VOLUNTEER
INFORMATION SHEET,
WILL BE INACTIVE AND
DISCARDED**

Volunteer signature: _____

*Packet is incomplete without signature on
this page*

Regulation IJOC

Related Entries:
Responsible Office:

IJOC-R School Volunteers
**Las Cruces
Public Schools**

IJOC, GBCD, GBCD-R
Human Resources Office

School Volunteers

I. PURPOSE

The purpose of this Regulation is to implement with clarity Policy IJOC.

The Las Cruces Public Schools encourages parents, guardians, family and community members to volunteer in schools. Volunteers will:

- support the district's academic goals and the classroom teacher;
- assist in building student's motivation for learning;
- support an understanding of district and school programs;
- strengthen school/family/community relations through positive participation and interaction;
- be treated with respect and appreciation.

II. DEFINITIONS

1. **"Supervised"** means under the direct supervision of the school employee. At no time will a supervised person be allow to oversee or direct students.
2. **"Unsupervised"** means without direct supervision of the school employee.
3. **"Volunteer"** means an uncompensated person with unsupervised status (i.e. parents, guardians, family, or community members) authorized by Las Cruces Public Schools to perform volunteer services for the district. A volunteer is any individual who is not a guest, visitor, or chaperone at a school. A volunteer shall serve in such capacity without compensation or employee benefits of any type.
4. **"Chaperone"** means an uncompensated person with unsupervised status who is approved by Las Cruces Public Schools to accompany a class or group of students on a district sponsored field trip. All chaperones serve in such capacity without compensation or employee benefits of any type.
5. **"Visitor"** means an uncompensated person who attends a district sponsored event or activity or visits a district site on a one-time or non-regular basis.

III. PROCESS

A. All volunteers and chaperones for LCPS must complete the following:

1. **Volunteer Application**

The application must be completed and submitted to the Human Resources Department. The application includes information on six LCPS policy areas

that must be read, dated and signed by the volunteer applicant. The policy areas include:

- GBEC Drug-Free Workplace;
- JLF Reporting Child Abuse;
- ACA Sexual Harassment;
- GBGB Staff Personal Safety and Security;
- GBEBB Staff Conduct with Students;
- EJA Acceptable Use of Technology Resources.

If the volunteer applicant does not have a relationship with a specific school, he/she can request to meet with the principal to receive a preliminary recommendation from the principal to become a volunteer for that school.

2. **FBI Background Check**

All fingerprinting is currently available at Security Concepts, NMSU Police Department or Ambercare. The applicant must register online PRIOR to proceeding with fingerprinting at www.cogentid.com or by phone (877) 996-6277. The \$44.00 background check fee, that is paid by the applicant with a credit card or a money order, is made payable to: Cogent. During the registration process applicants will be asked for an ORI (NM930046Z).

- Select: *Las Cruces Public Schools* from the list
- Reason: *22-10A-5 School Employment*

Applicants must take their registration with a valid photo ID to Security Concepts or the NMSU Police Department. Your report will be sent to the Human Resources Office of the Las Cruces Public Schools.

3. When all paperwork is completed and turned into the Human Resources Department, a clearance form shall be sent by the Human Resources Department to the school administrator at the school site at which the volunteer applicant wishes to volunteer.
4. The Human Resources Department shall contact the volunteer applicant to inform him/her of the outcome of the background check and if the volunteer applicant has received clearance to volunteer at an LCPS school. **No volunteer or chaperone work may be performed until the applicant receives this clearance from the Human Resources Department.**
5. If a person wishing to volunteer or chaperone already has undergone a background check that meets or exceeds the FBI background requirements set forth by the Las Cruces Public Schools, then the background requirement is met.
 - a. The background check already conducted must be for a person who is currently employed or on “active duty status” with the same organization that required the background clearance. Individuals who have retired, resigned, or no longer work for the organization that required the

background check (i.e., retired law enforcement or former WSMR employee) must undergo a **new** background check in order to volunteer or chaperone.

- b. Proof of a previously conducted background check shall be provided by the person wishing to volunteer or chaperone as part of the volunteer application.
- 6. If a volunteer changes the school at which he/she is volunteering, the volunteer application and information may be transferred from the old school to the new school by contacting the Human Resources Department at 575-527-5973.
- 7. All volunteer background clearance information shall be on file at the Human Resources Department, LCPS Administration Office
- 8. Each volunteer's background clearance shall remain valid unless there is a break in service. In that case, a new security clearance must be completed.
- 9. School administrators are responsible for maintaining a current list of approved volunteers and/or chaperones.
- 10. All volunteers and chaperones serve at the discretion of the superintendent without any expressed or implied privileges beyond those found in this regulation and may be released from volunteering or chaperoning if so deemed by the superintendent or designee.

B. Visitors

- 1. Visitors are not required to have background clearance. This category includes visitors who enter a school on a one time or non-regular basis.
- 2. This person shall have no unsupervised contact with students. Examples of visitors may include but are not limited to:
 - a. Guest speakers,
 - b. One time appearance for school or classroom event (i.e. literacy day or play),
 - c. Parents and/or family members who visit the school to eat lunch with their child(ren),
 - d. Visitors for a one-time family involvement activity with their child(ren),
 - e. Parents dropping off items for their child(ren) at the school,
 - f. Parents who attend field trips because their own child(ren) has/have medical needs,
 - g. Parents who attend a field trip with the class (but are not chaperones).
- 3. Visitors shall comply with the following requirements:

- a. Sign in at the main office and report their presence to the school administrative office if the visit occurs during the instructional day.
- b. Present some form of current government-issued photo identification (i.e. driver's license, passport, military ID, etc.), when requested.
- c. All visitors are subject to the policies and procedural directives set forth by the district.

C. Additional Conditions Regarding Volunteers

1. LCPS may require additional background investigations involving appropriate law enforcement agencies if the school district becomes aware of facts, circumstances or conduct giving rise to a reasonable suspicion that any volunteer of the school district has a history that, if substantiated, may adversely affect his/her fitness to continue as a volunteer with the school district.
2. Any LCPS employee who becomes aware of a criminal charge or any conviction for a felony or misdemeanor involving a school district volunteer, shall make that information immediately known to the Superintendent or Schools and/or the Director of Human Resources Department.



Approved, Chief Human Resources Officer

September 24, 2015

Date Approved

History: New Regulation, 05.27.11, revised (military spouses) 07.11.12, 9.24.15

Legal Reference:

**Las Cruces Public Schools
Volunteer Pledge- Reference (NM ADC)**

C. Regular volunteers shall not be allowed to begin their service until after their duties are explained to them and they have accepted in writing the following volunteer pledge. It is my duty:

- (1)** to deal justly and considerately with each student, school employee or other volunteer;
- (2)** to share the responsibility for improving educational opportunities for all;
- (3)** to stimulate students to think and learn, but at the same time protect them from harm;
- (4)** to respect the confidentiality of student records and information about students, their personal or family life;
- (5)** not to discriminate or to permit discrimination on the basis of race, color, national origin, ethnicity, sex, sexual orientation, disability, religion or serious medical condition against any person while I am on duty as a volunteer;
- (6)** to avoid exploiting or unduly influencing a student into engaging in an illegal or immoral act or any other behavior that would subject the student to discipline for misconduct, whether or not the student actually engages in the behavior;
- (7)** to avoid giving gifts to any one student unless all students similarly situated receive or are offered gifts of equal value for the same reason;
- (8)** to avoid lending money to students;
- (9)** to avoid having inappropriate contact with any student, whether or not on school property, which includes all forms of sexual touching, sexual relations or romantic relations, any touching which is unwelcome by the student or inappropriate given the age, sex and maturity of the student;
- (10)** to avoid giving a ride to a student;
- (11)** not to engage in sexual harassment of students, other volunteers or school employees;
- (12)** not to engage in inappropriate displays of affection, even with consenting adults, while on school property or during school events off premises;
- (13)** not to possess or use tobacco, alcohol or illegal drugs while on school property or during school events off premises;
- (14)** to use educational facilities and property only for educational purposes or purposes for which they are intended consistent with applicable law, policies and rules;
- (15)** to avoid any violent, abusive, indecent, profane, boisterous, unreasonably loud or otherwise disorderly conduct when on school property or off campus at school functions;
- (16)** to refrain from using school information technology equipment, hardware, software or internet access for other than a school related purpose;
- (17)** to refrain from striking, assaulting or restraining students unless necessary in the defense of self or others;
- (18)** to refrain from using inflammatory, derogatory or profane language while on school property or while attending school events off premises;
- (19)** to refrain from bringing or possessing firearms or other weapons on school property except with proper authorization;
- (20)** not to be under the influence of alcohol or illegal drugs on school property or at school events off premises; and
- (21)** to report, as appropriate under the circumstances, violations of this pledge by other regular volunteers or school employees.

**LAS CRUCES PUBLIC SCHOOLS
DRUG FREE WORK PLACE – POLICY GBEC**

The purpose of this policy is to insure a drug free environment for all volunteers, to establish a drug awareness program for all school district personnel, and to provide assurances to state and federal government agencies that the school district is complying with the requirements of the Drug Free Work Place Act of 1988 and the Drug Free Schools and Communities Act of 1986, as amended in 1989, and all regulations promulgated there under:

1. The Las Cruces Public Schools District prohibits the volunteers in the district from unlawfully manufacturing, distributing, dispensing, possessing, or being under the influence of a controlled substance in the work place. Volunteers are also prohibited from consuming or being under the influence of alcohol in the work place. Violation of this prohibition may result in imposing appropriate action against the volunteer up to and including a report to the appropriate agency and/or including referral to law enforcement.
2. “Controlled substance” shall mean any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, illicit drugs, “Mood-altering substances”, or any other controlled substance, as defined in the schedules I through V of Section 202 of the Controlled Substances Act (21USC 812) and as further defined by Regulation 21 CFR 1300.1.1 through 1300.15.3. “Work Place” is defined as the site for the performance of work done in connection with volunteering, and shall include any place where work of the school district is performed, including a school building or other premises, or any approved vehicle used to transport students to and from school or school activities, and off school property during any school sponsored or school approved activity, event or function where students are under the supervision of the school district.
3. Any volunteer who is convicted of a violation of a criminal drug statute shall, within five (5) days of the date of such conviction, notify the Human Resources Office. The Las Cruces Public Schools District, upon receiving notice, may within thirty (30) days impose appropriate action against the volunteer up to and including termination of the volunteer’s services, or a referral to law enforcement, or other appropriate agency.
4. The Employee Assistance Program shall be established within the school district to inform all volunteers about:
 - a. The dangers of drug abuse in the work place
 - b. The school district’s policy of maintaining a drug free work place
 - c. Any available drug counseling, rehabilitation and assistance program
 - d. The penalties that may be imposed upon volunteers for drug abuse violation or drug conviction
5. Each volunteer in the school district shall be given a copy of this policy and be notified that compliance with the terms of this policy is mandatory.
6. The school district shall make a good faith effort to maintain a drug free work place through implementation of this policy.

**LAS CRUCES PUBLIC SCHOOLS
REPORTING CHILD ABUSE – POLICY JLF**

New Mexico Law requires that any person who knows or suspects that a child is an abused or neglected child shall immediately report the matter to:

1. The Children, Youth and Families Department (CYFD)
2. A local law enforcement agency

There is no requirement that a volunteer consult or obtain the approval of a school supervisor before making a report. If you choose to discuss the situation with a school employee, you both are required to call in the report.

32 A-4-3 NMSA requires that any person who know or suspect that a child is an abused or neglected child shall immediately report the matter to the Children, Youth and Families Department (CYFD) or a local law enforcement agency. So long as such report is made in good faith, the reporting person shall be immune from civil liability or criminal sanctions for his/her action. The failure of any person to report knowledge or suspicion of child abuse or neglect will be cause for criminal prosecution and is cause for discipline of the person.

The person will document the incident on LCPS Form JLF-EI. A copy will be sent to the Director of Health Services, the school nurse and the Superintendent. It is not the duty of the school employee making the report to conduct an investigation to determine whether the child identified has in fact been abused or neglected. The duty of any persons to report suspected child abuse or neglect is set forth in Section 32A-4-3 of New Mexico Statutes Annotated, (1993).

A person who fails to report abuse as provided in 32A-4-3 NMSA 1978 is guilty of a misdemeanor. A person failing, neglecting or refusing to report a suspected case of child abuse, neglect or starving as provided in 9N.N.C 1123 is guilty of a misdemeanor and shall be punished by a fine of not less than twenty-five dollars (\$25.00) nor more than one hundred dollars (\$100.00).

**LAS CRUCES PUBLIC SCHOOLS
SEXUAL HARASSMENT – POLICY ACA**

The following guidelines are issued to all employees/volunteers as a management directive by the Superintendent and School Board.

“Las Cruces Public Schools” will not condone or tolerate any form of sexual harassment of, or by, staff or students. LCPS is committed to the creation and maintenance of a learning and work environment in which all persons who participate in school programs and activities can do so in an atmosphere free from all forms of sexual harassment. The superintendent is directed to make every effort to make certain that everyone affected by this policy shall be informed of its provisions and also that infractions of it may be in violation of federal/civil and/or criminal laws. It is the intention of LCPS to take whatever action may be needed to prevent, correct, and if necessary, discipline behavior which violates this policy.”

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other verbal, graphic, written, or physical conduct of a sexual nature when made by a member of the district staff, student, or member of the public while on district property or while attending an LCPS function, where:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment;
2. Submission to or rejections of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment.
4. Sexual harassment may include, but is not limited to:
 - a. Suggestive or obscene letters, notes, invitations, e-mails, derogatory comments, slurs, jokes, epithets, assault, touching, fondling, sexual molestation or assault, impeding or blocking movement, leering, gestures, display of sexually suggestive objects, posters, or cartoons.
5. Sexual harassment creates a hostile environment when it is sufficiently severe to “alter the condition of the victim’s employment or academic pursuits.”

It is the responsibility of every supervisor and principal to recognize acts of sexual harassment and take necessary action to ensure that such instances are addressed swiftly, fairly, and effectively. Consequently, all LCPS administrators, teachers, staff, and volunteers in schools, offices, and other facilities shall be cognizant of, and responsible for, effectively implementing the sexual harassment complaint resolution procedures established in this policy.

Any staff member or volunteer who believes he or she has been sexually harassed should report the complaint as soon as possible to one of the following: immediate supervisor, next higher level above the supervisor, to the principal in situations involving students as the harasser, and Human Resources Administrator or Superintendent. Any employee found to have engaged in sexual harassment of a student or district employee shall be subject to sanctions, including but not limited to warning, counseling, reprimand, suspension, or termination subject to any applicable procedural requirements.

**LAS CRUCES PUBLIC SCHOOLS
STAFF CONDUCT WITH STUDENTS – REFERENCE POLICY GBEBB**

Volunteers of the Las Cruces Public Schools must maintain professional relationships with students both in school and community settings. Las Cruces Public Schools' volunteers maintain professionalism and do not engage in inappropriate activities or relationships with students. Inappropriate behavior with students may be unethical, unprofessional and/or illegal. The Las Cruces Public Schools will take appropriate disciplinary action, which may include calling the authorities, if it appears that a volunteer has engaged in inappropriate or illegal behavior.

The following behaviors are, or may be, inappropriate. Employees who engage in such behaviors may cause harm to the student, contribute to unhealthy school climate, and/or put themselves at-risk for accusations of unprofessional behavior and/or child abuse.

In the scope of the volunteer's responsibilities, the volunteer will refrain from:

1. Giving students a personal phone number.
2. Meeting with students on an individual basis without a defined educational purpose. If volunteering requires individual meetings, such meetings should occur in a room with a window and/or an open door and where other school employees frequently walk by.
3. Inviting students to a personal residence or a non-school activity.
4. Discussing personal aspects of one's life that are inappropriate in the educational setting (e.g. one's sexual history).
5. Transporting students in a personal car.
6. Making sexual comments, jokes, or sexual solicitations towards students.
7. Touching students in a manner that could be seen as sexual in nature (e.g., massaging a student's shoulders).
8. Allowing students to touch your person in an inappropriate manner. If this happens, volunteers shall tell the student to stop the inappropriate behavior and report the student behavior to a supervisor.
9. Allowing students to make sexual comments, jokes, or sexual solicitations towards you or other students.
10. Ignoring inappropriate behavior (sexual, harassing, or discriminatory) observed in a colleague-self, or colleague-colleague interaction. If this happens, volunteer shall report the observed behavior to a supervisor.
11. Giving gifts to students or receiving gifts from students.

**LAS CRUCES PUBLIC SCHOOLS
STAFF PERSONAL SAFETY AND SECURITY – REFERENCE POLICY GBGB**

Safety and Support:

1. Each building site is required to have available to every employee, including substitutes and volunteers, a copy of the Safe School Plan. It is the responsibility of every volunteer to read and follow safety instructions given. Below are some general safety rules.
 - a. Avoid overloading electrical outlets with too many appliances or machines.
 - b. Use and store flammable items with caution and according to label instructions.
 - c. Avoid animals on the school grounds.
 - d. It is the volunteers' responsibility to know where the Materials Safety Data Sheets (MSDS) are kept at their site.
 - e. Report to a supervisor and/or principal if a school employee or volunteer becomes ill or is injured
 - f. Ask for assistance when lifting heavy objects or moving heavy furniture.
 - g. Sit firmly and squarely in chairs that roll or tilt.
 - h. Use a site designated stepladder for all jobs performed above your arm's reach.
 - i. Do not stand on tables and/or chairs.
 - j. Volunteers with physical limitation are responsible to limit activities that will cause further injury.
 - k. Wear appropriate protective equipment like shoes, hats, gloves, back brace, goggles as required.
2. Any volunteers' willful violation of safety rules or failure to observe safety rules or practices, negligence or any careless action that endangers the life and/or safety of other staff, volunteers, students or the public, will result in disciplinary action up to and including termination.
3. It is a volunteers' responsibility to utilize equipment in the proper manner. Volunteers should monitor the condition of equipment required to perform their duties. If a volunteer finds that a piece of equipment is not working properly or in any way appears unsafe, the principal or supervisor must be notified immediately so the repairs or adjustments may be made. Equipment should not be used until it is repaired or replaced.
4. The District is required to keep record of all accidents that occur during the workday. The District requires that volunteers report any communicable disease or injury at the worksite to the supervisor.

**LAS CRUCES PUBLIC SCHOOLS
ACCEPTABLE USE OF TECHNOLOGY RESOURCES – REFERENCE POLICY EJA**

Acceptable Use of Technology resources means technology must be used in a responsible, efficient, ethical and legal manner and in accordance with the LCPS Mission Statement, Priorities, and Goals.

The use of LCPS technology resources, including but not limited to, the Internet (World Wide Web), electronic mail, hardware, software and online services, to access, transmit, publish, display or retrieve any material in violation of any federal or state laws or regulations or any material that is contrary to the educational goals of the District is prohibited. This includes, but is not limited to:

- Copyrighted material
- Pornographic obscene or other sexually oriented material
- Material protected by trade secret
- Material which is threatening, promotes violence or advocates destruction of property
- Material which advocates or promotes violence or hatred against a particular individual or groups of individuals or advocates or promotes the superiority of one racial, ethnic or religious group over another
- Material related to gambling or any illegal activity
- Material related to political elections

Appropriate Use of Technology Resources

- Students and employees, contractors, volunteers and other district officials are reminded that use of any and all LCPS property is for LCPS business.

Inappropriate Use of Technology Resources

- Inappropriate or profane language or material likely to be offensive to others in the school community, including sexually harassing or discriminatory material
- Software without proof of proper licensing
- Software that has not been approved by the Department of Informational Technology in support of learning or teaching, including teacher purchased software
- Impersonating another user, or anonymously transmitting or publishing material
- To conduct a business, personal business (including but not limited to buying and selling items on the internet), or other for-profit activity
- Software that has not been scanned
- Use in such a way that the district will incur an expense unless spending authority has been granted by an authorized administrator. Destroying, modifying or abusing-district owned technology or disrupting the operation of any network within the district or any network connected to the internet, including the use, attempted use or possession of computer viruses
- Creating, transmitting or re-transmitting chain mail
- Streaming of video/audio unless express prior approval is received from the Department of Informational Technology
- Sharing of personal network passwords
- Sponsoring of district, school or classroom identified web pages on any server other than LCPS owned or contracted servers unless prior administrative approval

Requirements of Students, Employees, Contractors, Volunteers, and other District Officials

- Must sign and abide by the district's Acceptable Use Agreement(s) indicating their knowledge of and agreement to terms and conditions of use of district technology resources
- Check district e-mail accounts on a regular basis and destroy unnecessary files/documents
- Protect the privacy of confidential material, such as home addresses and/or personal phone numbers of others
- Be sensitive to the fact that electronic materials should contain proper spelling, grammar and appropriate writing conventions and accuracy of information
- All users must use up-to-date virus protection software on any computer on which district files are created, saved or modified; this includes electronic mail
- Take all reasonable precautions, including password maintenance and file and directory protection measures, to prevent the use of his/her account by other persons
- All users, especially staff members, are not to leave workstations unattended at any time while logged on to the LCPS network or workstation
- AUP will be reviewed and signed yearly by all students and employees

District Services

- The District reserves the right to log the use of the Internet and monitor/limit/file-server space utilization
- The District reserves the right to examine e-mail, personal file directories, Internet usage and other information stored on LCPS computers
- The district network manager or an administrator from the Department of Informational Technology may close an account at any time
- Any infractions of the provisions of the acceptable use policy may result in suspension or termination of access privileges and/or appropriate disciplinary action up to and including termination pending due process