



Grooming and Boundary Invasion

Expectations and Responsibilities

What to do if you see Boundary Invasion

- Where a school employee has reasonable cause to believe that a student has been subjected to sexual conduct or abuse by another employee, that school employee shall immediately report the information to supervisor or other person designated by the school board.



Boundary Invasion and Grooming

- An invasion by an adult into the student's personal space and personal life.
- There is no exact formula, no complete list.
- Staff may encounter “red flags” that merit investigation and can support an obligation to report and take action.
- To avoid boundary invasion, staff should:
 - act as a role model
 - Act as problem solver in an educational setting
 - Avoid *appearance* of impropriety



Boundary Invasions

- Involves targeting a student or students and engaging in increasingly inappropriate boundary invasions/grooming designed to foster intimacy.



Typical Grooming Process



No Roadmap. Each case is unique, but generally 5 steps:

1. Picking a student
2. Strong personal relationship
3. Desensitizing the student to touch
4. Isolating the student
5. Boundary Invasion

Grooming Step 1: Picking a Student



- Picking a student:
 - At risk students;
 - Families under stress;
 - No close familial relationships
 - Low self esteem
 - Students with special education needs
 - Previously victimized

- Gaining Familial Trust
 - Extra coaching
 - Tutoring
 - Outstanding community member
 - Family activities

Grooming Process Step 2: Strong Personal Relationship



- Establishes trust
- Engages in peer-like behavior
- Warning sign: more involvement with student compared to peers
 - Undue interest in particular student
 - Gifts/money which lack educational purpose
 - Peer like behavior with student
 - Sexual jokes, innuendo, topics unrelated to curriculum
 - Favoring students- offering privileges
 - Isolating student in offices, car rides, classrooms, etc.

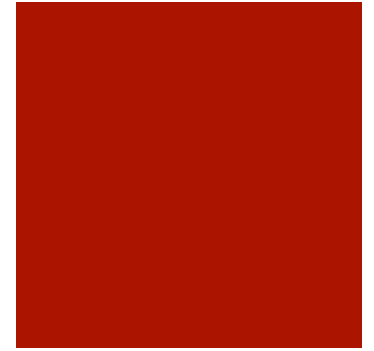
Grooming Process Step 3: De-sensitizing the student to touch

- Blurred boundaries between appropriate and inappropriate touching.



Grooming Process Step 4: Isolating the Student

- Alone in a car, classroom, office, space
- Meeting a student outside the school day for non-instructional purposes



Grooming Process Step 5: Boundary Invasion



- Make the student feel special, but also responsible
- Implying the student will get in trouble if discovered: especially if drugs, alcohol, or pornography are involved
- Guilt over loss of employees job if discovered
- Special sense of trust is established, especially if parent is befriended

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