



Prohibition Against Employee Child Abuse and Sexual Conduct with Students

Definitions

The District does not tolerate any sexual conduct or child abuse by district/school employees.

(1) ³ 6 H [X D O F R Q G X F W ' L V D Q \ F R Q G X F W Z L W K D V W X G H C
limited to:

- (a) The intentional touching of the breast or sexual or other intimate parts of a student;
- (b) Causing, encouraging, or permitting a student to touch the breast or sexual or other intimate parts of the educator;
- (c) Sexual advances or requests for sexual favors directed towards a student; or
- (d) Verbal or physical conduct of a sexual nature when directed toward a student or when such conduct has the effect of unreasonably interfering with a student's educational performance or creates an intimidating, hostile or offensive educational environment.

(2) ³ 6 W X G H Q W ' - ~~Kindergarten through~~ High grade 12 student or student who is twenty-one years of age or younger and receiving educational or related services from the District.

Training

(1) New employees are required to take the Child Abuse training and Sexual



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Reporting and Appeal Rights

- (1) Any district employee who has reasonable cause to believe that another district employee or volunteer has engaged in sexual conduct with a student or abuse of a child must immediately notify the administrator or the person designated for the building to receive reports of suspected sexual conduct. A building designee receiving such reports shall contact + X P D Q 5 H V R X U F H V ¶ / H J D O & R X Q V H O D Q G W K H F K L C employee and administrator will also follow mandatory reporting laws by contacting the Dep D U W P H Q W R I + X P D Q 5 H V R X U F H V ¶ & K L O G
- (2) The district will post in each building the name and contact information of the person designated to receive sexual conduct and child abuse reports, as well as the procedure the district will follow upon receipt of a report.
- (3) If there is reasonable cause to support the report that an employee has engaged in sexual conduct with a student, that employee will be placed on paid administrative leave pending investigation, as required by Oregon law.
- (4) The initiation of a report made in good faith about suspected sexual conduct with a student will not adversely affect any terms or conditions of employment or the work environment of the person reporting. Students will not be disciplined for any good-faith report of suspected sexual conduct or child abuse.
- (5) If, following the investigation, the report is substantiated, the district will inform the accused employee that the report has been substantiated and provide information regarding the appeal process. All investigations shall be completed, regardless of whether the employee resigns prior to L W V F R P S O H W L R Q 7 K H H P S O R \ H H P D \ D S S H D O W K H the appeal process according to established district guidelines.
- (6) The Human Resources must provide notification to the person who made the report about the actions taken by the district in response to the report.



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conduct the appeal to allow consideration of the information necessary to uphold or reverse the substantiated finding of child abuse or sexual conduct.

(d) Appeal Officer's Report. The appeal officer will submit a report upholding or reversing the substantiated finding to the District after close of the hearing.

(e) Conduct of the Appeal.

(A) The appeal officer will inform the employee of the date, time, and place of the appeal.

(B) The appeal procedure will be as follows:

- (i) The District and the employee may each be represented by counsel;
- (ii) The District will present its position first;
- (iii) The employee will next present their position;
- (iv) The positions of the District and employee may be presented in narrative format, in writing, and/or through documents;
- (v) One hour will be allowed for the presentation by each party. This time can be extended by the appeal officer at their discretion;
- (vi) Failure by the employee to attend the appeal will be deemed a withdrawal of the request for an appeal and a waiver of the right to an appeal;
- (vii) Failure by the employee to attend the appeal will be deemed a withdrawal of the request for an appeal and a waiver of the right to an appeal;
- (viii) The presiding officer may ask questions of the parties.

(2) Decision of the Appeal Officer: The appeal officer will, after considering all the information presented, determine whether the appeal officer finds that a claim of child abuse and/or sexual conduct has been substantiated.

Administrative Directive 5.10.063-AD

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