

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES

Physical or sexual abuse of students, including but not limited to, sexual or physical relationships, grooming behavior, and otherwise inappropriate relationships with students by employees will not be tolerated. The definition of employees for the purpose of this policy includes not only those who work for pay but also those who are volunteers of the school district under the direction and control of the school district. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

The school district will respond promptly to allegations of abuse of students by school district employees by investigating or arranging for the investigation of an allegation and timely reporting to all relevant agencies as required by law. The processing of a complaint or allegation will be handled confidentially to the maximum extent possible. Employees are required to assist in the investigation when requested to provide information and to maintain the confidentiality of the reporting and investigation process.

The school district has appointed a Level I investigator and alternate Level I investigator. The school district has also arranged for a trained, experienced professional to serve as the Level II investigator. The Level I investigator and alternate will be provided training in the conducting of an investigation at the expense of the school district. The names of the investigators are listed in the student handbook, published annually in the local newspaper, and posted in all school facilities.

The superintendent is responsible for drafting administrative regulations to implement this policy.

Legal Ref.: Iowa Code §§ 232.67, .70, .73, .75; 235A; 256.160; 272A; 280.17; 709; 728.12(1).
281 I.A.C. 12.3(6), 102; 103.
441 I.A.C. 155; 175.

Cross Ref: 104 Anti-Bullying/Harassment Policy
104-R1 Anti-Bullying/Harassment Policy-Investigation Procedures
104-E1 Anti-Bullying/Harassment Policy-Complaint Form
104-E2 Anti-Bullying/Harassment Policy-Witness Disclosure Form
104-E3 Anti-Bullying/Harassment Policy-Disposition of Complaint form
401.6 Limitations to Employment References
402.2 Child Abuse Reporting
503.5 Corporal Punishment, Mechanical Restraint and Prone Restraint
503.6 Physical Restraint and Seclusion of Students
503.6-R1 Physical Restraint and Seclusion of Students-Regulation
503.6-E1 Physical Restraint and Seclusion of Students-Documentation Form
503.6-E2 Physical Restraint and Seclusion of Students-Debriefing Letter to Guardian of student Involved in an Occurrence Where Physical Restraint or Seclusion was Used
503.6-E3 Physical Restraint and Seclusion of Students-Debriefing Meeting Document

ADOPTED: 6/11/90
9/13/99
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8/26/24

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