

# Series 400 – Employees

Policy Title: IDENTIFYING AND REPORTING CHILD ABUSE

Policy Code No. 408.3

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It is the policy of the Newton Community School District that any certificated or licensed employee, being a mandatory reporter, who has a reasonable belief that a child under the age of 18 has been abused by a person responsible for the care of the child, as defined by law, shall report the suspected abuse verbally to the Department of Human Services (DHS) within twenty-four hours. The failure on the part of an employee who is a mandatory reporter to make a report as required by law may subject the employee to disciplinary sanctions up to and including discharge. Classified or nonlicensed employees are encouraged to report suspected abuse of children to their supervisor.

It is also the policy of the Newton Community School District that reports of child abuse remain confidential, as required by law.

The District shall provide each new employee, who is a mandatory reporter, with the legal requirements of child abuse reporting within one month of initial employment. The Newton Community School District shall also provide the training, required by law in the identification and reporting of child abuse, to all mandatory reporters employed by the District.

The Newton Community School District administration and staff will cooperate fully with DHS personnel in conducting a child abuse investigation by providing confidential access to the child named in the report, and to other children alleged to have relevant information, for the purpose of interviews. The Newton Community School District recognizes no obligation to contact the parents or guardians of a child suspected to be a victim of abuse.

It is not the school employee's job to investigate to determine if child abuse is definite. Certificated or licensed school employees must report suspected cases of child abuse. District employees who report suspected cases of child abuse are immune from prosecution regardless of the findings of the investigation by social services.

District employees who are aware of any physical or sexual misconduct on the part of another District employee are to immediately report the conduct to a District administrator.

Date of Adoption	03/29/1990
Review Date	04/27/2009
Revision Date	04/27/2009

Legal Ref.: Iowa Code §232.68, .69, .70, .71(6).

Cross Ref.: Board Policy  
408.16 Allegations of Abuse of Students by District Employees

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