

Series 400 – Employees

Policy Title: ALLEGATIONS OF ABUSE OF STUDENTS BY DISTRICT EMPLOYEES

Policy Code No. 408.16

Physical, sexual, or verbal abuse of students, including inappropriate and intentional sexual behavior, 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 District under the direction and control of the District. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

The District will respond promptly to allegations of abuse of students by District employees by investigating or arranging for the investigation of an allegation. 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 District has appointed a Level I investigator and an alternate Level I investigator. The 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 conduction of an investigation at the expense of the District. The names of the Level I investigator and alternate shall be posted in the student handbook, published annually in the local newspaper, and posted in all District facilities.

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Review Date 04/27/2009

Revision Date 04/27/2009

Legal Ref.: Iowa Code §§ 232.67, .70, .73, .75; 235A; 272A; 280.17; 709; 728.12 (1) (1993)
281 I.A.C. Chapter 102, 103
441 I.A.C. 155, 175
1980 Op. Att’y Gen. 275

Cross Ref.: Board Policy
408.2 Anti-Bullying/Anti Harassment Policy
408.3 Identifying and Reporting Child Abuse
502.5 Corporal Punishment
502.11 Anti-Bullying/Anti Harassment Policy