

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES

Physical or sexual 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 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. 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. At the expense of the school district, the Level I investigators and alternates will be provided training in the conducting of an investigation and will be referred to and provided with copies of the DEPARTMENT OF EDUCATION, Office of Civil Rights; Sexual Harassment Guidance, Harassment of Students by School Employees, Other Students or Third Parties, Notice, 62 Fed. Reg. 12034. The names of the investigators shall be listed in the employee handbook, 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 Reference: Iowa Code §§232.67, .70, .73, .75, 235A, 272A, 280.17; 709; 728.12(1) (2015).
281 Iowa Admin. Code Chapter 102; 103.
441 Iowa Admin. Code 155, 175.
1980 Op. Att’y Gen. 275.

Cross Reference: 402.2 Reporting Child Abuse by Caretakers
503.5 Corporal Punishment
507 Student Health and Well-Being

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