

Code No. 402.3 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 those who work for pay but also those who are volunteers in 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 a student by school district employees by investigating or arranging for the investigation of an allegation. Allegations of abuse constituting sex discrimination, including sexual harassment will also be referred to the Title IX Coordinator and handled pursuant to Code No 103.R3. The processing of a complaint or allegation will be handled confidentially to the maximum extent possible. Employees may be required to assist in the investigation to provide information and shall 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 shall be 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 Reference: Iowa Code §§ 232.67,
.232.70, .232.73, .232.75;
235A; 272A; 280.17; 709;
728.12(1) (2011).
281 I.A.C. 102; 103.
441 I.A.C. 155; 175.
1980 Op. Att'y Gen. 275.

Cross Reference: 402.2 Child Abuse Reporting
403.5 Harassment
503.5 Corporal Punishment Approved: 11/23/09

Reviewed: 12-04-19 Revised: 8/13/20