

Clackamas Education Service District

Code: **JHFE**
Adopted: 4/19/06
Readopted: 05/20/09
Orig. Code(s): 3020

Reporting of Suspected Child Abuse

Child abuse by CESD employees is not tolerated by CESD. All CESD employees are subject to this policy.

The Board recognizes the purpose of child abuse reporting legislation is to protect the best interests of children, offer protective services to prevent harm to children, stabilize the home environment, and preserve family life whenever possible. Reporting suspected abuse or neglect allows social service and law enforcement agencies to initiate an investigation into the condition of a child and to begin a helping process for the child and family. All CESD employees are required to report suspected cases of child abuse and neglect, including any case of suspected child abuse by an employee of CESD, to the local branch of the Oregon Department of Human Services or a law enforcement agency, as required by ORS 419B.010 and 419B.015, and their CESD supervisor.

CESD employees shall also notify the Director of Human Resources whenever they have made a report alleging child abuse by a CESD employee. The director shall, upon receiving a report, determine that there is reasonable cause to support the report and shall place the employee on paid administrative leave until a determination by the Department of Human Services or law enforcement is made. If the Department of Human Resources or law enforcement is unable to determine, based on the reported child abuse, whether the child abuse occurred, CESD may reinstate the employee or may take appropriate disciplinary action.

Upon request, CESD shall provide records of investigations of suspected child abuse by a school employee or former employee to law enforcement, Department of Human Services, or Teachers Standards and Practices Commission.

The initiation of a report in good faith about suspected child abuse may not adversely affect any terms or conditions of employment or the work environment of the CESD employees who report. CESD will not discipline any student for the initiation of a report in good faith about suspected child abuse by any CESD employee.

CESD shall establish written procedures to provide annual training for: 1) CESD staff in the prevention and identification of child abuse and on the obligations of CESD employees under ORS 419B.005 as directed by Board policy to report suspected child abuse; 2) parents and legal guardians of students attending CESD-operated schools on the prevention, identification of child abuse, and the obligation of CESD employees to report suspected child abuse, separate from CESD staff training; and 3) students attending CESD-operated schools in the prevention of child abuse.

The superintendent shall implement such regulations as are necessary to accomplish the intent of this policy and to comply with state law.

END OF POLICY

Legal Reference(s):

[ORS 339.370](#) [OAR 581-022-0711](#)
[ORS 339.372](#)
[ORS 339.375](#)
[ORS 339.377](#)
[ORS 418.746 to-418.751](#)
[ORS 418.990](#)
[ORS 419B.005 to-419B.045](#)

Letter Opinion, Office of the OR Attorney General (May 25, 1984)
Letter Opinion, Office of the OR Attorney General (Aug. 18, 1986)