

Grants Pass School District 7

Code: **JHFE**

Adopted: 6/14/88

Readopted: 2/24/04; 11/08/05; 8/10/10;
12/13/11; 1/24/12; 8/14/12;
9/25/12

Reporting of Suspected Abuse of a Child

Any district employee who has reasonable cause or reasonable suspicion to believe that any child with whom the employee has come in contact has suffered abuse or neglect, as defined in state law, by any adult or by a student with whom the employee is in contact has abused a child, will immediately notify his/her supervisor, the building principal and the Oregon Department of Human Services, Community Human Services or the local law enforcement agency.

Abuse of a child by district employees or by students will not be tolerated. As district employees are subject to this policy and the accompanying administrative regulation, if a district employee is a suspected abuser, the employee who suspects the abuse must report the suspected abuse to the district Superintendent (or designee) and the Oregon Department of Human Services, Community Human Services or the local law enforcement agency. The district will follow specified procedures upon receipt of an abuse report. If the designee or the superintendent is the suspected abuser, the Board chair shall receive the report of abuse.

A substantiated report of abuse by an employee shall be documented in the employee's personnel file. A substantiated report of abuse by a student shall be documented in the student's education record.

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

Any district employee participating in good faith in the making of a report, pursuant to this policy and Oregon law and who has reasonable grounds for the making thereof, shall have immunity from any liability, civil or criminal, that might otherwise be incurred or imposed with respect to the making or content of any such report. Further, the initiation of a report in good faith about suspected abuse of a child may not adversely affect any terms or conditions of employment or the work environment of the complainant. If a student initiates a report of suspected abuse of a child by a district employee or a student in good faith, the student will not be disciplined by the Board or any district employee. Intentionally making a false report of abuse of a child is a Class A violation.

The superintendent will implement such regulations as are necessary to accomplish the intent of this policy and to comply with state law. Copies of this policy and applicable state laws will be given to all school employees.

END OF POLICY

Legal Reference(s):

[ORS 339.370 to-339.400](#)
[ORS 418.746 to-418.751](#)

[ORS 419B.005 to-419B.050](#)

HB 4016 (2012)

[OAR 581-022-0711](#)

Greene v. Camreta, 588 F.3d 1011 (9th Cir. 2009), vacated in part by, remanded by Camreta v. Greene, 131 S. Ct. 2020 (U.S. 2011); vacated in part, remanded by Greene v. Camreta 661 F. 3d 1201 (9th Cir. 2011)

Cross Reference(s):

JHFF - Reporting Requirements Regarding Sexual Conduct with Students