

## Reporting of Suspected Child Abuse

1. Mandatory Requirement to Report
  - a. All district employees are mandated by law to report suspected child abuse. Any district employee who has reasonable cause to believe that any child with whom he/she has come in contact has suffered abuse or neglect, as defined in state law, or that any adult with whom he/she is in contact has abused a child, will immediately notify the Oregon Department of Human Services (DHS) or the local law enforcement agency. The district employee shall also immediately inform his/her supervisor or building principal, and file a report with the Director of Human Resources.
  - b. 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 child abuse 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 child abuse by a district employee in good faith, the student will not be disciplined by the Board or any district employee. Intentionally making a false report of child abuse is a Class A violation.
  - c. The district will designate the human resources director to receive reports of child abuse from district employees and specify the procedures to be followed upon receipt of a child abuse report. The district will post in each school building the name and contact information of the human resources director, as well as the procedures the human resources director will follow upon receipt of a report. When the human resources director takes action on the report, the person who initiated the report will be notified.
2. Reporting of Suspected Abuse by District Employees
  - a. Child abuse by district employees will not be tolerated. All district employees are subject to policy JHFE Reporting of Suspected Child Abuse and the accompanying administrative regulation, JHFE-AR. If a district employee is a suspected abuser, reporting requirements remain the same.
  - b. Upon request of law enforcement, Department of Human Services or Teachers Standards and Practices Commission, the district shall provide records of investigations of suspected child abuse by a district employee or former district employee.

3. Child Abuse Prevention

a. The district shall establish written procedures to provide annual training as follows:

- (1) Each school year, district staff shall receive training in the prevention and identification of child abuse and on the obligations of district employees under ORS 419B.005, as directed by Board policy, to report suspected child abuse.
- (2) Separate from district staff training; training on the prevention and identification of child abuse, and the obligation of district employees to report suspected child abuse shall be made available to parents and legal guardians of students attending district schools.
- (3) Annual training designed to prevent child abuse will also be made available to students attending district schools.

4. Administrative Regulation Authorization

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

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**Legal Reference(s):**

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

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

[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 (9<sup>th</sup> Cir. 2011).