

## Reporting Requirements Regarding Sexual Conduct with Students

Sexual conduct by district/school employees as defined by Oregon law will not be tolerated. All district employees are subject to this policy.

*“Sexual conduct” as defined by Oregon law is any verbal or physical or other conduct by a school employee that is sexual in nature; directed toward a kindergarten through grade 12 student; unreasonably interferes with a student’s educational performance; and creates an intimidating, hostile or offensive educational environment. The definition for sexual conduct does not include behavior that would be considered child abuse as outlined by Oregon law and district Board policy JHFE and JHFE-AR - Reporting of Suspected Abuse of a Child.*

Any district/school employee who has reasonable cause to believe that another district/school employee or volunteer has engaged in sexual conduct with a student must immediately notify his/her immediate supervisor or the director of human resources who will manage the report in accordance with administrative regulation JHFF-AR. In the event that the director of human resources is the suspected perpetrator, the superintendent shall receive the report.

The district will direct supervisors to post “Reporting Requirements Regarding Sexual Conduct with Students” information in each staff room. The postings will include instructions to notify direct Supervisors as well as the procedures the supervisor and director of human resources will follow upon receipt of a report. When the supervisor and director of human resources take action on the report, the person who initiated the report will be notified.

The initiation of a report in good faith about suspected sexual conduct 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 sexual conduct by a district employee in good faith, the student will not be disciplined by the Board or any district employee.

The district will provide annual training to district employees, parents and students regarding the prevention and identification of sexual conduct.

Educational providers shall follow hiring and reporting procedures as outlined in ORS 339.374 for all district employees.

END OF POLICY

**Legal Reference(s):**

[ORS 339.370](#) to-339.400

[ORS 418.746](#) to-418.751

[ORS 419B.005](#) to-419B.045

**Cross Reference(s):**

GCAB - Personal Communication Devices and Social Media - Staff

JHFE - Reporting of Suspected Child Abuse