

# Multnomah Education Service District

Code: **JHFF**  
Adopted: 6/15/10  
Revised/Readopted: 2/19/13; 8/14/13

## Reporting Requirements Regarding Sexual Conduct with Students

Sexual conduct with students by MESD employees will not be tolerated, and all MESD employees are subject to this policy and the accompanying administrative regulations, JHFF-AR(1) - Reporting of Suspected Sexual Conduct with Students and JHFF-AR(2) - Sexual Conduct Complaint Form.

Any MESD employee who has reasonable cause to believe that another MESD or school district employee has engaged in sexual conduct with a student must immediately notify the superintendent or designee. The superintendent or designee will promptly begin an investigation.

Upon completion of the investigation MESD shall notify the person who made the report regarding any actions taken by MESD based on the report.

The initiation, in good faith, of a suspected sexual conduct report, will not adversely affect any terms or conditions of employment or the work environment of the employee who made the report. Neither the Board nor any MESD employee will discipline a student for reporting in good faith, suspected sexual conduct by an MESD employee.

The superintendent and cabinet will implement necessary regulations and procedures to accomplish the intent of this policy and to comply with state law. Copies of this policy, the name of the designated person who receives these reports, and the procedures to follow upon receipt of a report will be posted in each MESD building and leased facility and at each program site.

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.045](#)

### MESD Cross Reference(s):

GBM - Staff Complaints  
GBN/JBA - Sexual Harassment  
GBNA - Hazing/Harassment/Intimidation/Bullying/Menacing - Staff  
GCAB - Personal Communication Devices and Social Media - Staff  
GCPD - Discipline and Dismissal of Employees  
JFCF - Hazing/Harassment/Intimidation/Bullying/Menacing/Cyberbullying/Teen Dating Violence - Student  
JHFE - Reporting of Suspected Abuse of a Child