

## Reporting of 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 or the local law enforcement agency. The district employee shall also immediately inform his/her supervisor, principal or superintendent.

Child abuse by district employees will not be tolerated. All district employees are subject to this policy and the accompanying administrative regulation. If a district employee is a suspected abuser, reporting requirements remain the same. The district will designate the Personnel Director to receive reports of child abuse by 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 person designated to receive child abuse reports, as well as the procedures the Personnel Director will follow upon receipt of a report. When the Personnel Director takes action on the report, the person who initiated the report must be notified.

Upon request, the district shall provide records of investigations of suspected child abuse by a district employee or former district employee to law enforcement, 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 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.

The district shall establish written procedures to provide annual training: 1) for district staff 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) for parents and legal guardians of students attending district schools on the prevention, identification of child abuse and the obligation of district employees to report suspected child abuse, separate from district staff training; and 3) designed to prevent child abuse available to students attending district operated schools.

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 339.388](#)

[OAR 581-022-0711](#)

[ORS 339.400](#)

[ORS 339.370](#)

[ORS 339.372](#)

[ORS 418.746 to-418.751](#)

[ORS 418.990](#)

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

Letter Opinion, Office of the OR Attorney General (May 25, 1984)

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

Greene v. Camreta, 588 F.3d 1011 (9th Cir. 2009).

### **Cross Reference(s):**

JHFF - Reporting Requirements Regarding Sexual Conduct with Students