

## Reporting of Suspected Child Abuse

Any district employee who has reasonable cause or reasonable suspicion to believe that any child (whether the child at issue is a student or not) with whom he/she comes in contact with has suffered abuse or neglect, as defined in state law, or that any person with whom he/she comes in contact has abused a child shall report to the Oregon Department of Human Services, Community Human Services or the local law enforcement agency. The employee will immediately notify his/her supervisor, the building principal or superintendent of the reporting of the abuse.

Each building and other department shall keep permanent confidential records of child abuse reports made, the date and time, to whom the report was made, and any other details provided. School employees have an obligation to report whether the information that is the basis for their report is obtained while on or off duty.

An employee failing to report child abuse as required by this policy and ORS 419B.005-.050 may be subject to possible disciplinary action, up to and including dismissal, in addition to statutorily provided penalties. 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 regulations will be made available to all school employees.

If a district employee is a suspected abuser, in addition to the above reporting requirements, the suspected abuse shall also be reported to the district designee. The designee will, upon receiving the report, investigate in a timely manner. Upon completion of the investigation, the designee will notify the person who initiated the report about actions taken by the district based upon the report. Child abuse by school employees is not tolerated. All school employees are subject to this policy and the related administrative rule.

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. Neither the Board nor any school employee will discipline a student for the initiation of a report in good faith about suspected child abuse by a school employee. Intentionally making a false report of child abuse is a Class A violation.

Each district building shall post in the staff handbook the name and contact information for the person designated for the building to receive reports of suspected child abuse by school employees, and the procedures that person will follow upon receipt of a report.

