

## **Reporting of Suspected Abuse of a Child**

Abuse of a child 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.

Any district employee who has reasonable cause or reasonable suspicion to believe that any child with whom the employee has come in contact has suffered abuse or neglect, as defined in state law, or that any adult with whom the employee 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, building principal or superintendent.

District staff shall receive training each school year in the prevention and identification of child abuse of a child and on the obligations of school employees under ORS 419B.005 and as directed by Board policy to report suspected abuse of a child. Annual training designed to prevent abuse of a child will be made available to parents and students attending district operated schools.

A substantiated report of abuse by an employee shall be documented in the employee's personnel file. A substantiated report of abuse by a student shall be documented in the student's education record.

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 abuse of a child 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 abuse of a child by a district employee or a student in good faith, the student will not be disciplined by the Board or any district employee. Intentionally making a false report of abuse of a child is a Class A violation.

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 applicable state laws will be given to all school employees.

END OF POLICY

---

**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](#)

HB 4016 (2012)

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)

**Cross Reference(s):**

JHFF - Reporting Requirements Regarding Sexual Conduct with Students