

Reporting of Suspected Abuse of a Child

Any district employee having reasonable cause to believe that a district student has suffered abuse, as defined in state law, shall report, or cause a report to be made, to the Oregon Department of Human Services or the local law enforcement agency. The district employee shall immediately inform his/her supervisor or principal.

As mandatory reporters, all district employees are subject to this policy. Abuse of a child by district employees will not be tolerated. If a district employee is a suspected abuser, reporting requirements remain the same. The district will designate the director of human resources to receive any reports made by district employees of suspected abuse of a child. In the event the designated person is the suspected abuser, the superintendent shall receive the report of abuse. The district will post in each school building the name and contact information of the person designated to receive abuse reports, as well as the procedures the director of human resources will follow upon receipt of a report. When the director of human resources takes action on the report, the person who initiated the report must be notified

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.

Upon request, the district shall provide records of investigations of suspected abuse of a child by a district employee or former district employee to law enforcement, Department of Human Services or Teacher Standards and Practices Commission.

The district shall establish procedures to provide annual training: 1) for district staff in the prevention and identification of abuse of a child and on the obligations of district employees to report suspected abuse of a child; 2) for parents, legal guardians and students attending district schools training on prevention, identification of abuse of a child including the obligation of district employees to report suspected abuse of a child, separate from district staff training.

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 339.370 to-339.400](#)
[ORS 418.746 to-418.751](#)

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

[OAR 581-022-0711](#)

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 (9th Cir. 2011).

Cross Reference(s):

JHFF - Reporting Requirements Regarding Sexual Conduct with Students