

## EMPLOYEES

### Series 400

Title Abuse of Students by School District Employees Code No. 402.03

Physical or sexual abuse of students, including but not limited to sexual or physical relationships, grooming behavior, and otherwise inappropriate relationships with students by employees, by employees will not be tolerated. The definition of employees for the purpose of this policy includes not only those who work for pay but also those who are volunteers of the school district under the direction and control of the school district. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

The school district will respond promptly to allegations of abuse of students by school district employees by investigating or arranging for the investigation of an allegation and timely reporting to all relevant agencies as required by law. The processing of a complaint or allegation will be handled confidentially to the maximum extent possible. Employees are required to assist in the investigation when requested to provide information and to maintain the confidentiality of the reporting and investigation process.

The school district has appointed a Level I investigator and alternate Level I investigator. The school district has also arranged for a trained, experienced professional to serve as the Level II investigator. The Level I investigator and alternate will be provided training in the conducting of an investigation at the expense of the school district. The names of the investigators are listed in the student handbook published annually in the local newspaper and posted in all facilities.

The superintendent is responsible for drafting administrative regulations to implement this policy.

***NOTE: This policy is a reflection of current Iowa law regarding abuse of students by school district employees. Refer to the Iowa Department of Education training manual for supporting materials and forms: <https://educate.iowa.gov/media/9556/download?inline=>.***

***The last sentence of the third paragraph is mandatory in the law and is an item in the DE accreditation report.***

**Legal Reference:** Iowa Code §§ 232.67, .70, .73, .75; 235A;256.160; 272A; 280.17; 709; 728.12(1)  
281 I.A.C. 12.3(6), 102; 103.  
441 I.A.C. 155; 175.

**Cross Reference:** 104.00 Bullying/Harassment  
402.02 Child Abuse Reporting  
503.05 Corporal Punishment

Approved: May 13, 2014 Reviewed: August 19, 2024 Revised: August 19, 2024