Staff Personnel

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Policy Title Investigating Allegations of Student Abuse by School Employees Code No. 422

It is the policy of the Pleasant Valley Community School District that school employees not commit acts of physical or sexual abuse, including inappropriate and intentional sexual behavior toward students. Any school employee who commits such acts (or who knowingly fails to report such acts by another employee) is subject to disciplinary sanctions up to and including discharge.

It is the policy of the Pleasant Valley Community School District to respond promptly to allegations of abuse of students by school employees by investigating or arranging for full investigation of any allegation, (or such abuse occurring at school or in a school-related context) and to do so in a reasonably prudent manner. The processing of a complaint or allegation will be handled confidentially to the maximum extent possible. All employees are required to assist in the investigation when requested to provide information, and to maintain the confidentiality of the reporting and investigating process.

The Pleasant Valley Community School District has appointed a level-one investigator and alternate, and has arranged for or contracted with a trained, experienced professional to serve as the level-two investigator. The level-one investigator and alternate will be provided training in the conducting of an investigation at the expense of the Pleasant Valley Community School District.

The Superintendent or designee shall prescribe rules in accordance with the rules adopted by the State Board of Education or carry out this policy.

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Policy Title Investigating Allegations of Student Abuse by School Employees (Continued) Code No. 422

At an open public meeting the Board shall annually identify at least one level-one designated investigator and at least one alternate investigator whose names and telephone numbers shall be published in the student handbook and in Last Week's Board Meeting. Annual in-service training shall be arranged for the designated and alternate investigators in investigating reports of abuse of students.

The District shall arrange for or contract with a qualified second level investigator who shall not be a school employee and who shall be considered an independent contractor if remunerated for services provided.

Level-one and level-two investigators shall have access to any educational records of a student who is the named victim of alleged abuse and access to the student for purposes of interviewing and investigating the allegation.

When, in the opinion of the investigator, a student who is named victim of alleged abuse would be placed in imminent danger if continued contact is permitted between the school employee and the student, the investigator shall take appropriate action to protect the safety of the student. Such action may include temporary removal of the student from contact with the school employee, temporary removal of the school employee, or any other appropriate action permissible under Iowa law to ensure the student's safety.

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Policy Title Investigating Allegations of Student Abuse by School Employees (Continued) Code No. 422

Investigators shall perform investigations of allegations of abuse of students by school employees and shall prepare and file reports of such investigations in conformity with the guidelines contained in the model policy developed by the Department of Education and rules adopted in 281-120 of the Iowa Administrative Code.

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Related Administrative Rules and Regulations: