

## MUSCATINE COMMUNITY SCHOOL DISTRICT - BOARD POLICY

### **403.1 CHILD ABUSE BY DISTRICT EMPLOYEES**

It is the policy of the Muscatine Community School District that school employees not commit acts of physical or sexual abuse, including inappropriate and intentional sexual behavior, towards students. 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 Muscatine Community School District requires all employees to report to a designated investigator of the school district when they reasonably suspect an incident of physical or sexual abuse committed by a school employee against a student.

The Muscatine Community School District will respond promptly to allegations of abuse of students by school employees by investigating or arranging for full investigation of any allegation, 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 Muscatine Community School District has appointed a level one investigator(s) and alternate(s), and has arranged for or contracted with a trained, experienced professional to serve as the level two investigator. The level one investigator(s) and alternate(s) will be provided training in the conducting of an investigation, at the expense of the Muscatine Community School District. The names of the investigators are listed in the student handbook, published annually in the local newspaper, and posted in all school facilities.

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

LEGAL REF: Iowa Code §§ 232.67; 232.70' 232.73; 232.75; 235A; 272A;  
280.17; 709; 728.12(1).  
281 I.A.C. 12.3(6); 102; 103.  
441 I.A.C. 155; 175.

APPROVED: 08/13/90 REVIEWED: 03/08/21 REVISED: 3/25/96