

Armadillo Technical Institute

Public Charter High School

Code: JHFF/GBNAA
Adopted: 9/16/20

Reporting Requirements for Suspected Sexual Conduct with Students

Sexual conduct by ATI employees, contractors¹, agents², and volunteers³ is not tolerated. All ATI employees, contractors, agents, and volunteers are subject to this policy.

“Sexual conduct,” means verbal or physical conduct or verbal, written or electronic communications by a school employee, a contractor, an agent or a volunteer that involve a student and that are sexual advances or requests for sexual favors directed toward the student, or of a sexual nature that are directed toward the student or that have the effect of unreasonably interfering with a student’s educational performance, or of creating an intimidating, hostile or offensive educational environment. “Sexual conduct” does not include touching that is necessitated by the nature of the school employee’s job duties or by the services required to be provided by the contractor, agent or volunteer, and for which there is no sexual intent.

“Student” means any person who is in any grade from prekindergarten through grade 12 or 21 years of age or younger and receiving educational or related services from a school that is not a post-secondary institution of education, or who was previously known as a student by the person engaging in sexual conduct and who left school or graduated from high school within 90 days prior to the sexual conduct.

Any ATI employee, contractor, agent or volunteer who has reasonable cause to believe that a student has been subjected to sexual conduct by another ATI employee, contractor, agent or volunteer, or that another ATI employee, contractor, agent or volunteer has engaged in sexual conduct with a student shall immediately report such suspected sexual conduct to the designated licensed administrator or the alternate designated licensed administrator for their school building. If the Executive Director is the alleged perpetrator the report shall be submitted to the Assistant Director who shall report the suspected sexual conduct to the Board chair.

If an employee fails to report suspected sexual conduct or fails to maintain confidentiality of records, the employee will be disciplined up to and including dismissal.

When the designated licensed administrator receives a report of suspected sexual conduct by an employee, contractor, agent or volunteer, the administrator will follow procedures established by ATI and set forth in the ATI's administrative regulation JHFF/GBNAA-AR - Suspected Sexual Conduct Report Procedures and Form. All such reports will be reported to the Oregon Department of Education (ODE) or Teacher Standards and Practices Commission (TSPC) as appropriate, for

¹ “Contractor” means a person providing services to ATI under a contract in a manner that requires the person to have direct, unsupervised contact with students.

² “Agent” means a person acting as an agent for ATI in a manner that requires the person to have direct, unsupervised contact with students.

³ “Volunteer” means a person acting as a volunteer for ATI in a manner that requires the person to have direct, unsupervised contact with students.

investigation. The agency receiving a report will complete an investigation regardless of any changes in the relationship or duties of the person who is the alleged perpetrator.

When there is reasonable cause to support the report, an employee suspected of sexual conduct shall be placed on paid administrative leave pending an investigation and ATI will take necessary actions to ensure the student's safety.

When there is reasonable cause to support the report, a contractor, agent or volunteer suspected of sexual conduct shall be removed from providing services to the district and the district will take necessary actions to ensure the student's safety.

ATI will post the names and contact information of the employees designated for the school building to receive reports of suspected sexual conduct and the procedures the designee will follow upon receipt of the report.

ATI will notify, as allowed by state and federal law, the person who was subjected to the suspected sexual conduct about any actions taken by ATI as a result of the report.

An ATI employee, contractor or agent will not assist another employee, contractor or agent in obtaining a new job if the individual knows, or has reasonable cause to believe the employee, contractor or agent engaged in sexual conduct. Nothing in this policy prevents ATI from disclosing information required by law or providing the routine transmission of administrative and personnel files pursuant to law.

The initiation of a report in good faith about suspected sexual conduct may not adversely affect any terms or conditions of employment or the work environment of the person who initiated the report or who may have been subject to sexual conduct. If a student initiates a report of suspected sexual conduct by an employee, contractor, agent or volunteer in good faith, the student will not be disciplined by ATI or any employee, contractor, agent or volunteer.

ATI will provide to employees at the time of hire, or to a contractor, agent or volunteer at the time of beginning service for the district, the following:

1. A description of conduct that may constitute sexual conduct;
2. A description of the investigatory process and possible consequences if a report of suspected sexual conduct is substantiated; and
3. A description of the prohibitions imposed on employees, contractors and agents when they attempt to obtain a new job, pursuant to ORS 339.378(2).

All ATI employees are subject to Board policy GCAB - Personal Electronic Devices and Social Media - Staff regarding appropriate electronic communications with students.

Any electronic communications with students by a contractor, agent or volunteer for ATI will be appropriate and only when directed by administration. When communicating with students electronically regarding school-related matters, contractors, agents or volunteers shall use ATI e-mail and/or other internet messaging or as directed by administration. Texting or electronically communicating with a student or group of students from a personal phone number is strongly discouraged. All ATI staff are directed to secure and use for such communication a secondary contact phone number designated for school use. All text or electronic exchanges shall be documented and are understood to be public record.

The Executive Director shall develop administrative regulations to implement this policy and to comply with state law.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[ORS 419B.005 - 419B.045](#)

Senate Bill 155 (2019)

[ORS 339.370 - 339.400](#)

Every Student Succeeds Act, 20 U.S.C. § 7926 (2018).

Cross Reference(s):

GBNAA/JHFF - Reporting Requirements for Suspected Sexual Conduct with Students

GCAB - Personal Electronic Devices and Social Media - Staff

JHFE - Reporting of Suspected Abuse of a Child