

## ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES

### Code No. 402.3

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 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 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. If the Iowa Department of Health and Human Services reports to the board of directors of the district that an allegation of abuse of a student has been made against a school employee, the district will place the employee on administrative leave until the resolution of the investigation. The employee will be prohibited from entering school property while on administrative leave.

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

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(12), 102; 103.  
441 I.A.C. 155; 175.

Cross Reference: 104 Anti-Bullying/Harassment Policy  
104-R(1) Anti-Bullying/Harassment Policy - Investigation Procedures  
104-E(1) Anti-Bullying/Harassment Policy - Complaint Form  
104-E(2) Anti-Bullying/Harassment Policy - Witness Disclosure Form  
104-E(3) Anti-Bullying/Harassment Policy - Disposition of Complaint Form  
401.06 Limitations to Employment References  
402.02 Child Abuse Reporting  
503.05 Corporal Punishment, Mechanical Restraint and Prone Restraint  
503.06 Physical Restraint and Seclusion of Students  
503.06-R(1) Physical Restraint and Seclusion of Students - Regulation  
503.06-E(1) Physical Restraint and Seclusion of Students - Documentation Form  
503.06-E(2) Physical Restraint and Seclusion of Students - Debriefing Letter to Guardian of student  
Involved in an Occurrence Where Physical Restraint or Seclusion was Used  
503.06-E(3) Physical Restraint and Seclusion of Students - Debriefing Meeting Document  
104 - Anti-Bullying/Harassment  
401.6 Limitations to Employment References  
503.5 Corporal Punishment, Mechanical Restraint & Prone restraint  
503.6 Physical Restraint & Seclusion of Students

Adopted: 11/20/89  
Reviewed: 005/12/2026  
Revised: 08/11/2025