

Policy Title: *Physical and Sexual Abuse of Students by Employees* Code No. *504.4*

It is the policy of the Cedar Falls Community School District that all forms of physical abuse and sexual abuse, as defined by law, of students by school employees are prohibited. Each employee, regular or temporary, is covered by this policy.

Each report or complaint alleging or indicating the possibility of abuse of a student or students by an employee or employees will be investigated immediately, in accordance with legal requirements. The primary investigators (level one investigators) will be one of the following: Executive Director of Elementary Education, Executive Director of Secondary Education, Executive Director of Student Services and the Executive Director of Human Resources. An attorney from, an Iowa based law firm or other trained, experienced professional(s), not employed by the District, shall be engaged as the alternate (level two) investigator(s).

All results of an investigation of reported physical or sexual abuse will be forwarded to the superintendent or designee as soon as is possible. It is the responsibility of the superintendent of schools to cause such actions as may be appropriate to remedy any founded report of abuse.

The board recognizes that conduct which is alleged to violate this policy may violate other policies as well. Therefore, to the extent that a report or complaint of abuse involves an allegation of sexual harassment toward a student, the matter will also be processed in accordance with Code No. 500.0 regarding equal educational opportunity and/or Code No. 504.5.1 regarding *Anti-Bullying/Harassment: Students*, and/or 504.5.2: *Discrimination and Harassment based on Sex Prohibited*, as applicable.

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