



CODE: **JHFE**
Adopted: 8/27/96
Revised: 2/17/98, 3/19/13
10/16/18

Reporting of Suspected Child Abuse

Any High Desert Education Service District (ESD) employee who has reasonable cause to believe that any child with whom he/she has come in contact has suffered abuse or neglect, as defined in state law, or that any adult with whom he/she is in contact has abused a child, will immediately notify the Oregon Department of Human Services (DHS) or the local law enforcement agency. The ESD employee shall also immediately inform his/her program supervisor, administrator or superintendent.

Child abuse by ESD employees will not be tolerated. All ESD employees are subject to this policy and the accompanying administrative regulation. If an education service district employee is a suspected abuser, reporting requirements remain the same. The ESD will designate the human resource director to receive reports of child abuse by ESD employees and specify the procedures to be followed upon receipt of a child abuse report. The ESD will post in each school building the name and contact information of the person designated to receive child abuse reports, as well as the procedures the human resource director will follow upon receipt of a report. When the human resource director takes action on the report, the person who initiated the report must be notified. The internal ESD reporting obligation does not alter every employee's obligation to report child abuse to law enforcement or DHS.

Upon request, the ESD shall provide records of investigations of suspected child abuse by an ESD employee or former ESD employee to law enforcement, Department of Human Services or Teachers Standards and Practices Commission. A substantiated report of abuse by an employee shall be documented in the employee's personnel file. A substantiated report of abuse by a student shall be documented in the student's education record.

In accordance with Oregon law, any ESD employee participating in good faith in the making of a report, pursuant to this policy and Oregon law and who has reasonable grounds for the making thereof, shall have immunity from any liability, civil or criminal, that might otherwise be incurred or imposed with respect to the making or content of any such report. Further, the initiation of a report in good faith about suspected child abuse may not adversely affect any terms or conditions of employment or the work environment of the complainant. If a student initiates a report of suspected child abuse by an ESD employee in good faith, the student will not be disciplined by the Board or any ESD employee. Intentionally making a false report of child abuse is a Class A violation.

The ESD shall establish written procedures to provide annual training for ESD staff in the prevention and identification of child abuse and on the obligations of ESD employees under ORS 419B.005 as directed by Board policy to report suspected child abuse. Training shall be made available for parents and legal guardians of students attending district programs on the prevention, identification of child abuse and the obligation of ESD employees to report suspected child abuse, separate from ESD staff training. Training designed to prevent child abuse shall be made available to students attending district operated programs.

The superintendent shall implement such regulations as are necessary to accomplish the intent of this policy and to comply with state law.

END OF POLICY

Legal Reference(s):

[ORS 339.370](#)
[ORS 339.372](#)
[ORS 339.388](#)
[ORS 339.400](#)

[OAR 581-022-0711](#)
[ORS 418.746 to-418.751](#)
[ORS 418.990](#)
[ORS 419B.005 to-419B.050](#)

Letter Opinion, Office of the OR Attorney General (May 25, 1984)
Letter Opinion, Office of the OR Attorney General (Aug. 18, 1986)