

Abuse Defined

- Any assault of a child and any physical injury to a child which has been caused by other than accidental means, including any injury which appears to be a variance with the explanation given of the injury.
- Any mental injury to a child, which shall include only observable and substantial impairment of the child's mental or psychological ability to function caused by cruelty to the child, with due regard to the culture of the child.
- Rape of a child.
- Sexual abuse.
- Sexual exploitation, including but not limited to: Contributing to the sexual delinquency of a minor, and any other conduct which allows, employs, authorizes, permits, induces or encourages a child to engage in performing for people to observe or the photographing, filming, tape recording or other exhibition which, in whole or in part, depicts sexual conduct or contact, sexual abuse involving a child or rape of a child, and allowing, permitting, encouraging, or hiring a child to engage in prostitution or a commercial sex act, to purchase sex with a minor or to engage in sexual solicitation.
- Negligent treatment or maltreatment of a child, including but not limited to the failure to provide adequate food, clothing, shelter or medical care that is likely to endanger the health or welfare of the child.
- Threatened harm to a child, which means subjecting a child to a substantial risk of harm to the child's health or welfare.
- Buying or selling a person under 18 years of age.
- Permitting a person under 18 years of age to enter or remain in or upon premises where methamphetamine's are being manufactured.
- Unlawful exposed to a controlled substance, or to the unlawful manufacturing of a cannabinoid extract, that subjects a child to a substantial risk of harm to the child's health or safety. ORS 419B.005(1).

**The Corvallis School District
does not tolerate sexual
misconduct in any form.**

Additional Prohibitions

If a school employee, contractor, or agent knows or has reason to know that another school employee, contractor, or agent has engaged in sexual conduct or abuse, the school employee, contractor, or agent may not assist the other in obtaining a new job. This prohibition does not apply if the employee, contractor, or agent knows or has reasonable cause to believe that the conduct was reported to the appropriate agency and was resolved, or the investigation remains ongoing after four years.

Obligations of School Contractors, Agents and Volunteers to Report Abuse and Sexual Conduct

All contractors, agents, and volunteers are required to report all known or suspected incidents of abuse and sexual conduct to a school administrator. Failure to report known or suspected incidents of abuse and sexual conduct may lead to termination of your contract with the District, termination of your rights to volunteer with the District, and/or trespass from all school property and events.

The Corvallis School District does not discriminate on the basis of age, citizenship, color, disability, gender expression, gender identity, national origin, parental or marital status, race, religion, sex, or sexual orientation in its programs and activities, and provides equal access to designated youth groups. The following person has been designated to handle inquiries regarding discrimination: Jennifer Duvall, Human Resources Director and Title IX Coordinator, jennifer.duvall@corvallis.k12.or.us 541-757-5840 | 1555 SW 35th Street, Corvallis, OR 97333

El Distrito Escolar de Corvallis no discrimina en base a la edad, nacionalidad, color, discapacidad, expresión de género, identidad de género, origen nacional, situación de los padres o de su estado civil, raza, religión, sexo u orientación sexual en sus programas y actividades, y proporciona igualdad de acceso a los grupos de jóvenes designados. La siguiente persona ha sido designada para atender las consultas acerca de la discriminación: Jennifer Duvall, Director de Recursos Humanos y Coordinadora de Título IX, jennifer.duvall@corvallis.k12.or.us 541-757-5840 | 1555 SW 35th Street, Corvallis, OR 97333



Corvallis
SCHOOL DISTRICT

REPORTING REQUIREMENTS

Regarding Sexual Conduct with
Students



To report, voice concerns, or ask questions,
contact:

Jennifer Duvall
Human Resources Director
Corvallis School District
1555 SW 35th St. | Corvallis, OR 97333
541-757-5840
jennifer.duvall@corvallis.k12.or.us

The Corvallis School District is committed to providing a learning environment free of all forms of abuse, assault, harassment, and coercive conduct, including sexual misconduct. All employees of the district have an obligation to know what child abuse and sexual conduct is, to discourage it at all times, and to report to supervisors when the employee becomes knowledgeable that such conduct has occurred or is occurring.

The Corvallis School District seeks to prevent child abuse and sexual conduct by committing to:

- Teaching students about appropriate boundaries and relationships (in coordination with curriculum);
- Training all employees regarding child abuse and sexual conduct and clearly communicating responsibilities and procedures;
- Making this training available to parents, community members, contractors and volunteers; and
- Promptly and thoroughly investigating any reports or complaints of abuse or sexual conduct.

Obligations of School Employees

ALL EMPLOYEES are required to follow policy JHFE "Reporting of Suspected Abuse of a Child" and policy JHFF/GBNAA "Reporting Requirements for Suspected Sexual Conduct with Students". These policies help ensure employees are properly reporting incidents of abuse and sexual conduct.

Policy JHFE requires employees who have a reasonable cause to believe any child with whom the employee has come into contact has suffered abuse, to report this to DHS or the law enforcement agency within the county where the person making the report is located at the time of contact.

Policy JHFF requires employees who have reasonable cause to believe that another employee, contractor, agent or volunteer has engaged in sexual conduct with a student, to immediately notify the designated licensed administrator of the conduct. The designated licensed administrator who receives the report is required to report to the Oregon Departments of Education (ODE) or Teacher Standards and Practices Commission (TSPC) as appropriate. See "Suspected Sexual Conduct with Students" for more detail regarding these reporting obligations.

Sexual Conduct Defined

Verbal or physical conduct by an employee, contractor, agent or volunteer that involves a student and that are: sexual advances or requests for sexual favors directed toward the student, or of a sexual nature that is directed toward the student or that has the effect of unreasonably interfering with 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. ORS 339.370(11)(a).

Student Defined

Any person who is in any grade from prekindergarten through grade 12 or twenty-one years of age or younger and receiving educational or related services from an education provider that is not a post-secondary institution or 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. ORS 339.370(12).

Appropriate Electronic Communication with Students

Policy GBNAA requires that any electronic communication with students by a contractor, agent or volunteer for the district will be appropriate and only when directed by district administration. When communicating with students electronically regarding school related matters, contractors, agents or volunteers shall use district e-mail using mailing lists and/or other internet messaging to a group of students rather than individual students or as directed by district administration. Texting or electronically communicating with a student through contact information gained as a contractor, agent or volunteer for the district is strongly discouraged. See district policy GBNAA. Reporting Requirements for Suspected Sexual Conduct with Students for more detail regarding these reporting obligations.

Examples of Sexual Conduct

Sexual Conduct may include grooming behavior. This is behavior in which adults develop trust to break down a child's defenses so that the adult may engage the child in a sexual conduct or sexual abuse.

Sexual Conduct includes but is not limited to the following examples:

- Performing back rubs on students
- Touching students frequently
- Kissing students
- Commenting on students bodies or appearances in a sexual manner
- Exchanging romantic gifts or communications with a student
- Recording or photographing a student in revealing poses.
- Sharing one's own sexual exploits or marital difficulties.
- Discussing/writing about sexual topics unrelated to curriculum with students, making sexual jokes, gestures and innuendos or engaging in inappropriate banter with students (e.g., discussion of student's dating behavior).
- Intentionally invading the student's privacy.
- Using email, text messaging or instant messaging to discuss sexual topics with individual students.

Investigative Procedures

When the designated licensed administrator (or alternate) receives a report of sexual conduct and has reasonable cause to believe that it has occurred, the employee will be placed on paid administrative leave, the designated licensed administrator will report the alleged conduct to TSPC if the alleged perpetrator is a licensed individual and to ODE if the alleged perpetrator is not licensed (effective July 1, 2020). TSPC or ODE will conduct an investigation and report back to the district. The district may also conduct an investigation into the alleged sexual conduct. If the designated licensed administrator (or alternate) receives a report of child abuse and has reasonable cause to believe that it has occurred, the designated licensed administrator will ensure that the report has been made to DHS and/or law enforcement for investigation. The district may also conduct an investigation into the alleged abuse. The designated licensed administrator will also report to TSPC if required by OAR 584-020-0041. An employee may be subject to discipline, up to and including termination, based on the results of the investigation. A contractor, agent or volunteers may be removed from their position based on the information of sexual conduct and/or child abuse.