

3009 MANDATORY REPORTING POLICY [REQUIRED]

The Board of The Biome School adopts the following policy, effecting on the date of adoption by the Board.

Section 1. Mandatory Reporting.

Section 1.1. School employees, volunteers, and contractors who know or have reasonable cause to suspect that a child has been or may be subject to abuse or neglect, or observes a child being subject to conditions or circumstances which would reasonably result in abuse or neglect, by any person (whether a parent, a school employee or a third party) shall immediately report such belief to the Children's Division of the Department of Social Services. With student safety paramount, the employee(s), volunteer(s), or contractor(s) shall be temporarily relieved of other duties for such time as required to make the mandated report. After the report is made to the Children's Division, the President and CEO or designee may also make contact law enforcement.

Section 1.2. Regardless of the source, The Biome School takes all allegations of sexual misconduct against a student seriously, especially if the allegations involve a The Biome School employee, volunteer or contractor. If a report is received alleging sexual misconduct on the part of an employee, volunteer or contractor to a school employee, volunteer, or contractor, both that employee, volunteer, or contractor and the President and CEO shall report the allegation to Children's Division.

Section 1.3. No internal investigation shall be initiated until such a report has been made, and even then the internal investigation may be limited in accordance with law if the report involves sexual misconduct by a school employee, volunteer, or contractor. The Biome School may investigate the allegations for the purpose of making employment decisions.

Section 1.4. Employees who make such reports to Children's Division must notify the President and CEO that a report has been made. No supervisor or administrator may impede any reporting under state law.

Section 1.5. No employee making a good faith report in accordance with this policy shall be subject to any sanction, including any adverse employment action, for making such a report.

Section 2. Training

The President and CEO or designee shall implement annual training necessary to assist staff members, volunteers and relevant contractors in identifying possible instances of child abuse and neglect, including annual updates regarding any changes in the law. Such training shall:

1. Provide current and reliable information on identifying signs of sexual abuse in children and danger signals of potentially abusive relationships between children and adults.
2. Emphasize how to establish an atmosphere of trust so that students feel that their school has concerned adults with whom they feel comfortable discussing matters related to abuse.
3. Emphasize that all mandatory reporters shall, upon finding reasonable cause, directly and immediately report suspected child abuse or neglect. These reports must be made even if the person suspected of abusing the child is another mandated reporter, such as another school employee.

4. Emphasize that no supervisor or administrator may impede or inhibit any reporting under state law.
5. Emphasize that no person making a report in accordance with law shall be subject to any sanction, including any adverse employment action, for making such a report.