

Policy 402.03: Abuse of Students by School District Employees

Status:
ADOPTED

Original Adopted Date: 08/14/25 | **Last Revised Date:** 08/14/25 |

Last Reviewed Date: 08/14/2025

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; 281 I.A.C. 12.3(12), 102; 103. 441 I.A.C. 155; 175.
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I.C. Iowa Code

Iowa Code § 232

Description

[Juvenile Justice](#)

Iowa Code § 235A	Child Abuse
Iowa Code § 272A	Interstate Agreement of Qualification of Ed Pers
Iowa Code § 280.17	Uniform School Requirements - Child abuse rep
Iowa Code § 709	Sexual Abuse
Iowa Code § 728.12	Sexual Exploitation of a Minor
Iowa code §256.160	DE - Reporting Requirements-complaints

I.A.C. Iowa Administrative Code Description

281 I.A.C. 102	Abuse of Students by School Employees Investi Procedures
281 I.A.C. 103	Corporal Punishment, Physical Restraint, Seclu:
281 I.A.C. 12.3	Administration
441 I.A.C. 155	Human Services - Child Abuse Prevention
441 I.A.C. 175	Human Services - Abuse of Children

Cross References

Code	Description
104	Anti-Bullying/Harassment Policy
104-R(1)	Anti-Bullying/Harassment Policy - Investigation Procedures
104-E(1)	Anti-Bullying/Harassment Policy - Complaint Fo
104-E(2)	Anti-Bullying/Harassment Policy - Witness Discl 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 Occurrence Where Physical Restraint or Seclusion was Used](#)
- 503.06-E(3) [Physical Restraint and Seclusion of Students - Debriefing Meeting Document](#)