

B O A R D P O L I C Y

WESTERN IOWA TECH COMMUNITY COLLEGE

	Series Number: 400.43
Title	All Personnel
	Abuse of Children by College Employees

Physical or sexual abuse of children (defined as persons under the age of 18 years), including inappropriate and intentional sexual behavior, by College 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 under the direction and control of the College.

Employees who suspect child abuse by College employees shall promptly report incidents to the proper authorities, including College administration, the Iowa Department of Human Services and the local law enforcement agency, consistent with Board Policy 400.42. The College's processing of a complaint or allegation will be handled confidentially to the maximum extent possible. Employees are required to assist in any investigation when requested to provide information and to maintain the confidentiality of the reporting and investigation process.

Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

Date of Adoption	12/11/1995	Legal Reference: (Code of Iowa)
Date of Last Revision	7/11/2016	232.67, .70, .73, .75; 235A; 272A; 260C.14(23)
Date of Current Revision	10/10/2022	279.49; 280.17; 709; 728.12(1)
Related Administrative Procedures and Cross References		