

# BOARD POLICY

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

The College will respond promptly to allegations of abuse of students by College employees by reporting incidents of alleged child abuse to the proper authorities including the Iowa Department of Human Services or the local law enforcement agency. 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.

The President is responsible for drafting administrative procedures to implement this policy.

Date of adoption 12/11/95

Legal Reference: (Code of Iowa)

Date of last revision 12/11/95

232.67, .70, .73, .75; 235A; 272A;

Date of current revision 10/11/04

279.49; 280.17; 709; 728.12 (1).

Related Administrative Procedures and Cross References \_\_\_\_\_

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