



Georgia Department of Education

Policies and Procedures

Policy Title:	Student Reporting of Harassment or Sexual Misconduct by Teachers, Administrators, and Other Employees		
Policy Number:			
Release Date:		Last Revised:	

Purpose

To describe the process to be taken by a student or parent or friend of a student that has been a victim of sexual abuse or sexual misconduct by a teacher, administrator, or other employee. This includes all school related incidents that occur at or in association with the Georgia School for the Deaf.

Applicability

This policy applies to any and all school related incidents involving sexual abuse or sexual misconduct by a teacher, administrator, or other employee that occur at or in association with students and employees at the Georgia School for the Deaf during school hours, after school hours, or during off campus school related events or activities.

Policy

All school related incidents involving students and employees regarding sexual abuse or sexual misconduct that are investigatory, disciplinary, or emergency related in nature shall be reported to the Georgia Department of Education (GaDOE) and other appropriate agencies as outlined in this policy.

General Provisions

Students who have experienced sexual abuse or sexual misconduct by a teacher, administrator, or other employee shall take the following steps in reporting such abuse or misconduct:

1. Any student or parent or friend of a student who has been the victim of an act of sexual abuse or sexual misconduct by a teacher, administrator, or other school employee is urged to make an oral report of the act to any teacher, counselor, or administrator at his/her school.

Examples of Sexual Abuse or Sexual Misconduct

- Using position of authority and influence over students in an inappropriate manner
- Having sexual relationships with students
- Dating students
- Having any interaction/activity of a sexual nature with a student
- Committing or attempting to induce students to commit an illegal act or act of immoral conduct which may be harmful to others or bring discredit to the school



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Supplying alcohol or any illegal substance to a student, allowing a student access to such substances, or failing to take reasonable steps to prevent such access from occurring

2. Any teacher, counselor, or administrator receiving a report of sexual abuse or sexual misconduct of a student by a teacher, administrator, or other employee shall make an oral report of the incident immediately by telephone or otherwise to the School Principal and shall submit a written report of the incident to the School Principal within 24 hours. If the School Principal is the person accused of the sexual abuse or sexual misconduct, the oral and written reports should be made to the School Director.
3. The School Director or designee upon receiving a report of sexual abuse shall make an oral report to GaDOE and to the appropriate local child welfare agency providing protective services no later than 24 hours from the time there is reasonable cause to believe a child has been abused. The report should be made by telephone or in person and followed by a written report in writing to GaDOE Legal Services.

Possible Actions Taken

Upon receipt of a report, GaDOE will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. It also may include reporting to appropriate state or federal authorities, including the Professional Standards Commission. Action taken for violation of this policy will be consistent with Georgia and federal law and GaDOE policies.