




LAUSD
UNIFIED

A large, expressive orange brushstroke graphic that sweeps across the left side of the slide, partially overlapping the text.

Breaking the Silence: Child Abuse, Neglect and Grooming Awareness Training For Employees



Training Objectives

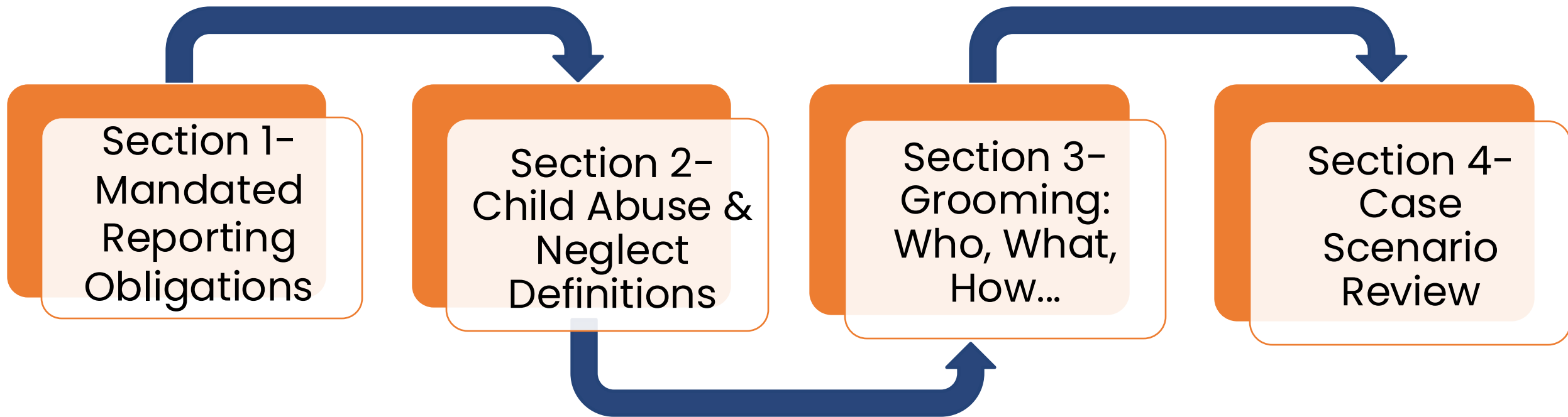
Identify the different forms and signs of child abuse and neglect.

Understand the concept and stages of the grooming process.

Recognize the behaviors associated with grooming as it pertains to adult-to-student sexual misconduct in schools.

Understand the legal obligations as mandated reporters and know the steps for reporting suspected child abuse.

Training Sections



SECTION 1

Mandated Reporting Obligations





All LA Unified employees are mandated reporters

School volunteers, student workers, and guests on campus **are not** mandated reporters. However, the District encourages them to speak to an administrator promptly regarding any concerns.

Reasonable Suspicion

The mandated reporter must only have reasonable suspicion that a child has been abused or neglected; no evidence or proof is required prior to making a report.

Reasonable suspicion is based on the employee's education, training, and experience.

Reports may be from any source and may be spoken or written.



Clarification

You may clarify in an attempt to determine if there is a reasonable suspicion that abuse or neglect has occurred, by asking questions such as:

- *What happened?*
- *Tell me about your drawing*
- *Tell me about these bruises*

Depending on the response to the clarifying question(s), an employee may have reasonable suspicion of suspected child abuse or neglect.



Clarification



- Conduct the discussion in a confidential space
- Remain composed and neutral while clarifying details
- Listen to what the student is saying and how they act
- Convey concern for the student's well-being
- Do not express doubt or disbelief
- Do not make judgmental statements or place blame

**Mandated
reporters with
reasonable
suspicion of
child abuse
or neglect
must:**

Call an appropriate Child Protective Services Agency (CPSA), either a local law enforcement agency or the Department of Children and Family Services (DCFS) **immediately or as soon as practically possible.**

Submit the follow-up written report to the agency called within 36 hours of receiving the information.

If you have a non-urgent report to make, you can use the online Child Abuse Reporting Electronic System (CARES).

Los Angeles School Police is NOT a Child Protective Services Agency and CANNOT take a child abuse report.

If you have a non-urgent report to make:

Child Abuse Reporting Electronic System (CARES)

The screenshot shows the homepage of the CARES website. At the top left is the Los Angeles County Department of Children and Family Services logo. To its right is the URL <https://reportchildabusela.org>. Further right is the Child Protection Hotline number: (800) 540-4000. Below the header is a navigation bar with the text "electronic Mandated Reporter" and links for Home, Submit, Forms, Info, and Login. The main content area features three prominent buttons: a pink button for "Make an Emergent Child Abuse Report", a green button for "Report New Non-Emergent Child Abuse/Neglect (CARES)" (which is circled in red), and a blue button for "Submit Follow-Up Suspected Child Abuse Report (SS 8572)". The green button includes a description of non-emergent reports and a link to complete a report. The blue button includes instructions for follow-up reporting. The footer contains the Los Angeles County Department of Children and Family Services logo, a Privacy Policy link, and a copyright notice for 2020.

Los Angeles County
Department of Children
and Family Services

<https://reportchildabusela.org>

Child Protection Hotline
(800) 540-4000

electronic Mandated Reporter

Submit Forms Info Login

Make an Emergent Child Abuse Report

Please immediately contact the Child Protection Hotline at (800) 540-4000

If Calling from Outside of California: (213) 639-4500
TDD - Telecommunication Device for the Deaf: (800) 272-6699

**Report New Non-Emergent
Child Abuse/Neglect (CARES)**

Non-emergent reports include incidents of suspected child abuse or neglect that require immediate attention or the victim is not in immediate danger.

Please [click here](#) to complete a non-emergent report in the Child Abuse Reporting Electronic System (CARES).

**Submit Follow-Up Suspected
Child Abuse Report (SS 8572)**

After making a verbal report to the Child Protection Hotline, Mandated Reporters are required to submit a follow-up written report within 36 hours (CA Penal Code 11166).

Please allow up to two hours after the Hotline phone call for your Referral Number to become activated.

Please [click here](#) to submit your follow-up report.

Los Angeles County Department
of Children and Family Services

Privacy Policy

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Suspected Child Abuse Report Form (SCAR)

Print		SUSPECTED CHILD ABUSE REPORT		Reset Form	
To Be Completed by Mandated Child Abuse Reporters Pursuant to Penal Code Section 11166				CASE NUMBER: _____	
PLEASE PRINT OR TYPE				CASE NUMBER: _____	
A. REPORTING PARTY	NAME OF MANDATED REPORTER		TITLE		MANDATED REPORTER CATEGORY
	REPORTER'S BUSINESS/AGENCY NAME AND ADDRESS		Street	City	Zip
	REPORTER'S TELEPHONE (DAYTIME)		SIGNATURE		TODAY'S DATE
B. REPORT NOTIFICATION	<input type="checkbox"/> LAW ENFORCEMENT <input type="checkbox"/> COUNTY PROBATION		AGENCY		
	<input type="checkbox"/> COUNTY WELFARE / CPS (Child Protective Services)		DATE/TIME OF PHONE CALL		
	ADDRESS		Street	City	Zip
C. VICTIM <small>One report per victim</small>	OFFICIAL CONTACTED - TITLE		TELEPHONE		
	NAME (LAST, FIRST, MIDDLE)		BIRTHDATE OR APPROX. AGE		SEX ETHNICITY
	ADDRESS		Street	City	Zip
	PRESENT LOCATION OF VICTIM		SCHOOL		CLASS GRADE
	PHYSICALLY DISABLED?		DEVELOPMENTALLY DISABLED?		OTHER DISABILITY (SPECIFY)
	IN FOSTER CARE?		IF VICTIM WAS IN OUT-OF-HOME CARE AT TIME OF INCIDENT, CHECK TYPE OF CARE:		TYPE OF ABUSE (CHECK ONE OR MORE)
	RELATIONSHIP TO SUSPECT		PHOTOS TAKEN?		DID THE INCIDENT RESULT IN THIS
					VICTIM'S DEATH? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> UNKNOWN
D. INVOLVED PARTIES <small>VICTIMS PARENTS/GUARDIANS</small>	NAME		BIRTHDATE	SEX	ETHNICITY
	1. _____		3. _____		
	2. _____		4. _____		
	NAME (LAST, FIRST, MIDDLE)		BIRTHDATE OR APPROX. AGE		SEX ETHNICITY
	ADDRESS		Street	City	Zip
	HOME PHONE		BUSINESS PHONE		
	NAME (LAST, FIRST, MIDDLE)		BIRTHDATE OR APPROX. AGE		SEX ETHNICITY
	ADDRESS		Street	City	Zip
	HOME PHONE		BUSINESS PHONE		
	SUSPECT'S NAME (LAST, FIRST, MIDDLE)		BIRTHDATE OR APPROX. AGE		SEX ETHNICITY
E. INCIDENT INFORMATION	DATE / TIME OF INCIDENT		PLACE OF INCIDENT		
	NARRATIVE DESCRIPTION (What victim(s) said/what the mandated reporter observed/what person accompanying the victim(s) said/similar or past incidents involving the victim(s) or suspect)				

When making a Suspected Child Abuse Report (SCAR), be prepared to provide the following information:

- ❑ Child's name/DOB
- ❑ Home address
- ❑ Parent/caregiver information
- ❑ Sibling information (if known)
- ❑ Location of child
- ❑ What happened
- ❑ Why abuse/neglect is suspected
- ❑ When and where the incident occurred

Legal Protections

California provides civil and criminal immunity from prosecution for persons who make a report of suspected child abuse or neglect in good faith.

Mandated reporters must identify themselves to the Child Protective Services Agency.

Information regarding the identity of mandated reporters will remain confidential.



What Happens After I Make a Call?

After you make a report to the Department of Children and Family Services (DCFS), the information is reviewed to determine if an investigation is needed or if the family can benefit from extra support.

If an investigation is needed, a social worker may visit the family to assess for child safety.

After you make a report to law enforcement, officers will determine the course of the investigation.

What Happens if a Mandated Reporter Doesn't Report?

Failure to comply with these laws and policies may subject an employee:

- To a misdemeanor punishable by up to 6 months in jail and a \$1000 fine
- To personal civil and criminal liability
- To discipline, including dismissal and revocation of credentials

What if the Accused Perpetrator is a District Employee?

Mandated Reporters must file the Suspected Child Abuse Report (SCAR) if they have reasonable suspicion of abuse, regardless of who the perpetrator is.

Reporting alleged employee misconduct is a separate responsibility from the mandated reporter requirements. It is advisable that the report be made to local law enforcement if the suspected abuse involves an employee/volunteer.

We are guided by LA Unified policy; therefore, the mandated reporter must advise the employee's supervisor of the suspected inappropriate conduct *as part of reporting employee misconduct* to ensure the safety of the children.

SECTION 2

Child Abuse and Neglect Definitions





Child abuse can be committed by an adult or minor (e.g., child of any age to another child).

Reportable victims of suspected child abuse include any individual under age 18.



Students age 18 or older who are **dependent adults** can be reported as victims of suspected dependent adult abuse to an adult protective agency.



Physical Abuse and Neglect

Physical Abuse

can be external or internal and includes injuries such as bruises, welts, burns, or cuts inflicted on a child by other than accidental means. Hazing may constitute physical abuse.

Neglect

is the failure of a person having the care or custody of a child to provide adequate food, clothing, shelter, medical care, or supervision.



Willful Cruelty or Unjustifiable Punishment

is a situation where any person willfully causes, inflicts, or permits unjustifiable physical pain or mental suffering, or permits the child to be placed in a situation in which the child's person or health is endangered.

Mental Suffering, Emotional Abuse

is a situation where mental suffering has been inflicted upon a child or that a child's emotional well-being is endangered.



Sexual Abuse

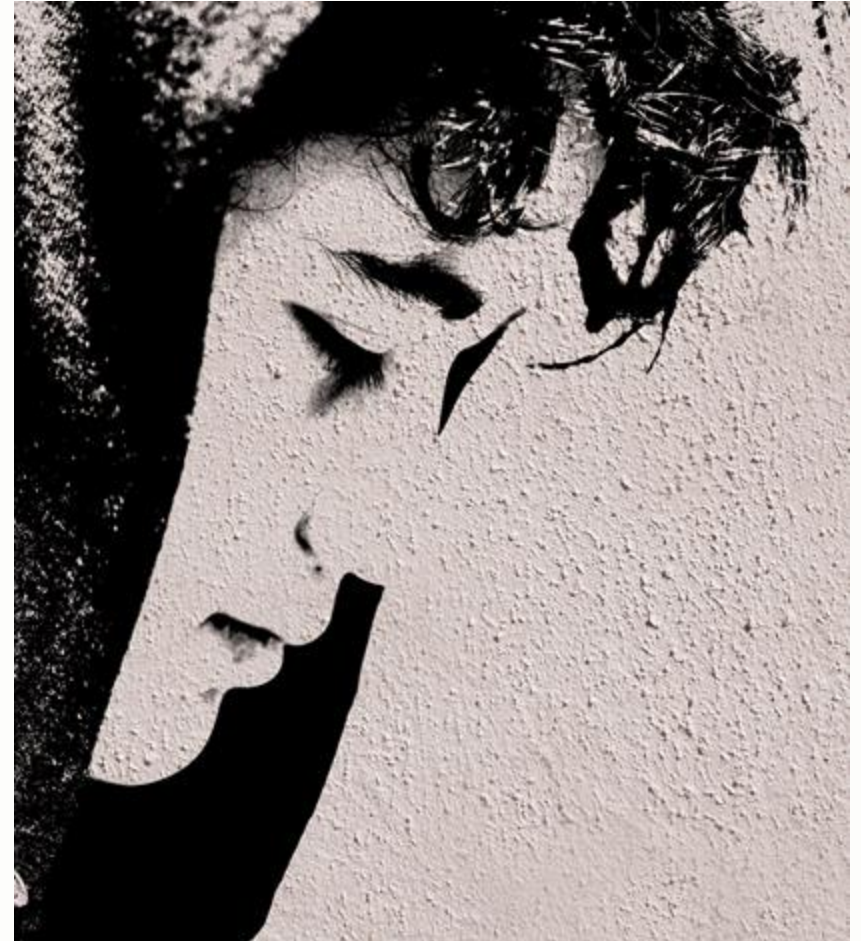
Sexual Abuse includes rape, incest, lewd and lascivious acts, oral copulation, penetration of a genital or anal opening, including the use of any object, touching the genitals or intimate parts or the clothing covering them, or child molestation.

Commercial Sexual Exploitation of Children (CSEC)

Occurs when a child is treated as a commercial sexual object in exchange for money or something of value.

It may also include conduct or encouragement of activities related to pornography.

Any minor who is engaged in commercial sexual activity whether as a suspected victim, recruiter, or exploiter, must be reported as a victim of child abuse.



Commercial Sexual Exploitation of Children (cont'd)

Signs that a child or youth is a victim of CSEC

- Behavior or attire that is not normative for their age
- Tattoos and brandings of names, bar codes, and symbols of wealth (e.g., dollar signs, gold coins)
- Frequently runs away from home
- Frequent, unexplained absences with suspicious or scripted explanations
- Has an adult “boyfriend”, “daddy”, or “auntie” with whom the child usually appears unusually deferential



What May Not Be Child Abuse or Neglect:

Depending on the circumstance, the following may not be suspected child abuse or neglect:

- Physical restraint of a child or reasonable force used to prevent a child from harming self or others
- Injuries sustained by accidental means
- Parents' disciplinary actions that are not cruel or excessive and do not result in injury
- Attendance or truancy issues
- Poorly behaved students
- Fighting between siblings or peers

The law specifically provides that neither of these factors alone constitute suspected child abuse or neglect:

- Experiencing homelessness (PC section 11165.15)
- Pregnancy in and of itself (PC section 11166)

SECTION 3

Grooming: Who, What, How



Grooming

Grooming is defined as a set of manipulative behaviors that the perpetrator uses to gain access to a potential target, coerce them to agree to the abuse and reduce the risk of being caught.

The intent of the abuser is to desensitize the student, family, and colleagues to inappropriate behaviors and makes the child feel special in sexual and non-sexual ways.



Grooming

In an attempt to gain trust and confidence, a perpetrator may make a student feel “special” by giving gifts, spending extra time with them in nonsexual ways, or moving the relationship to a personal level, while also manipulating and influencing the adults around the student to control the situation and maintain secrecy.

Grooming

- On the surface, grooming can look like a close relationship between the perpetrator, the targeted child, and potentially the child's caregivers
- The grooming process is often misleading because the perpetrator may be well-known or highly regarded in the community. As a result, it's easy to trust them
- Grooming allows perpetrators to slowly overcome natural boundaries long before sexual abuse occurs
- Grooming activities vary but generally methodically increase over time and allow a perpetrator to test their targets as to gauging acceptance and silence at each step



Grooming (cont'd)

Signs that a child or youth is a victim of

- Making close physical contact sexual, such as inappropriate tickling, wrestling, or play fighting
- Touching that is intimate or sexual in nature
- Personal or social media interaction without others knowledge or supervision
- Meeting a student in isolated situations off school grounds or outside of District activities
- Giving gifts or spending extra time with a student in nonsexual ways
- Sexual or personal oral or written comments made to a student



Code of Conduct with Students

While the District encourages the cultivation of positive relationships with students, employees and individuals who work with or have contact with students must be mindful of the distinction between being sensitive to and supportive of students and a possible or perceived breach of responsible, ethical behavior.



CODE OF CONDUCT WITH STUDENTS

A top priority of the District is the safety of our students. All employees, as well as individuals who work with or have contact with students (e.g., volunteers, mentors, coaches, etc.) must be mindful of the distinction between being sensitive to and supportive of students and a possible or perceived breach of responsible, ethical behavior.

While the District encourages the cultivation of positive relationships with students, employees and individuals who work with or have contact with students are expected to use good judgment, maintain professional standards and ethical boundaries, and are cautioned to keep these guidelines in mind and avoid the following when possible, including but not limited to:



Engaging in behaviors either directly or in the presence of a student(s), that are unprofessional, unethical, illegal, immoral, or exploitative.



Meeting individually with a student of any gender behind closed doors or in spaces designated for students only (e.g., restrooms, locker rooms), except for specific school-related purposes (e.g., assessments, counseling, required services, supervision).



Remaining on campus with student(s) after the last administrator leaves the site; there are exceptions, such as afterschool programs, teachers rehearsing with students for a drama/music activity or coaching academic decathlon students, with administrative approval in advance.



Providing preferential treatment and/or giving student(s) gifts, rewards, or incentives that are not school-related and for which it is directly or implicitly suggested that a student(s) is (are) to say or do something in return.



Making gestures, statements, or comments, either directly or in the presence of a student(s), which are not age-appropriate, professional, or which may be considered sexual in nature, profane, obscene, abusive, intimidating, bullying, harassing, discriminatory, or demeaning.



Touching, having physical contact, or requesting the removal of clothing with a student(s) that is not age-appropriate or within the scope of the employee's/individual's professional responsibilities.



Engaging in any conduct that endangers students, inclusive of physical violence or threats of violence.



Using alcohol, or an illegal or unauthorized substance, or possessing or distributing any controlled substance, while in the workplace or at a school-sponsored activity.



Transporting student(s) in a personal vehicle without proper written administrator and parent authorization forms on file in advance for District approved reasons.



Meeting with, taking or accompanying student(s) off campus for activities other than a District-approved school journey, activity, or field trip.



Providing students with, or requesting from students, personal contact information and/or communicating/socializing with student(s), orally, in writing, by phone/email/electronically/webcam, via Internet, social media, or in person for purposes that are not specifically school-related.



Taking pictures or videos of or requesting them from students, except for specific school-related purposes with appropriate approvals.

Even though the intent of the employee/individual may be purely professional, those who engage in any of the above conduct are potentially subjecting themselves to perceptions of impropriety. Any individuals who witness potential boundary violations are advised to report such conduct. The District takes such matters seriously and may be obligated to

SECTION 4

Case Scenario Review



Tabletop Discussions



Discuss the provided case scenario with your group. Keep in mind:

District Policy

All employees with reasonable suspicion of child abuse or neglect *must* report the suspected abuse or neglect to a Child Protective Services Agency (CPSA).

Reasonable Suspicion Definition

Reasonable suspicion means it is *objectively reasonable for a person to entertain a suspicion, based upon facts that could cause a reasonable person in a like position, drawing, when appropriate, on the person's training and experience, to suspect child abuse or neglect.*
"Reasonable suspicion" does not require certainty that child abuse or neglect has occurred.

Clarifying Questions

An employee who does not have reasonable suspicion of child abuse or neglect may ask clarifying questions to determine *reasonable suspicion*. If an employee, however, does have reasonable suspicion of child abuse or neglect, the employee *must* file a Suspected Child Abuse Report (SCAR) without further *clarification*.

ELEMENTARY SCHOOL Case Scenarios



SCENARIO 1: To Hug or Not to Hug

(Elementary School)

You observe that Ms. J is a popular teacher assistant, she is often seen chitchatting and playfully joking with students in the halls and in a classroom after school. It is common for her to greet students with a hug or a pat on the back. The principal has cautioned her about hugging students many times, but she responded that other staff members hug students.

A student who is often isolated and moping around school has complained to you that Ms. J's physical contact makes him feel awkward, especially when no one is around. He said that these "alone" hugs are longer than normal. Also, the student showed you an iPad that Ms. J gave him for his birthday.

1. What initial actions would you take?
2. Is the information enough for reasonable suspicion of child abuse? If not, what clarifying questions would you ask?
3. Is this scenario a violation of law and/or District policy?

Scenario 1 Response– To Hug or Not To Hug

Initial Actions and Considerations

- Immediate action should be taken to bring the matter to the attention of the site administrator
- This conduct violates the Code of Conduct with Students policy, and it may rise to the level of suspected child abuse. This may also trigger sexual harassment reporting obligations.
- In general, if you have reasonable suspicion of child abuse based on the scenario, you must file a SCAR without further questioning
- If you, however, do not have reasonable suspicion of child abuse, you may ask clarifying questions to determine reasonable suspicion

SCENARIO 2: The Cool Volunteer

(Elementary School)

Jay Smith is the parent of a 5th grade male student. His wife is a stay-at-home mom who cares for three younger siblings. After clearing Megan's law and fingerprinting, Jay began volunteering in his son's class. On several occasions, Jay commented on the attractiveness some of the 5th grade female students were, but these remarks stopped after the principal spoke to him.

The students refer to him as the "cool volunteer" because of the way he speaks, and his disregard for school rules. You overheard some 5th grade female students say that Jay vapes and drinks. They also said that Jay texts and invites them and their mothers to movies and concerts.

1. What initial actions would you take?
2. Is this information enough for reasonable suspicion of child abuse? If not, what information is required?
3. If you did not have reasonable suspicion, what clarifying questions would you ask?

Scenario 2 Response– The Cool Volunteer

Initial Actions and Considerations

- Immediate action should be taken to bring the matter to the attention of the site administrator
- This scenario may involve “grooming” and/or adult sexual misconduct and may involve violations of the Code of Conduct with Students
- As stated in the District’s Volunteer policy, volunteers are expected to follow the Code of Conduct with Students
- An employee with reasonable suspicion of child abuse must file a SCAR without further clarification
- In general, if you, however, do not have reasonable suspicion of child abuse, you may ask clarifying questions to determine reasonable suspicion

SECONDARY SCHOOL Case Scenarios



SCENARIO 1: Anonymous Email

(Secondary School)

You receive an email from an employee stating that they received an anonymous email alleging that Mave, a young and friendly campus aide worker, had written an inappropriate note to a female student describing her body parts, and how he could help her and her family with their immigration status.

Mave is well liked by the principal and is an outstanding employee. He is also loved by staff and students because of his helpful attitude. Mave's note was not included in the anonymous email and the female student was not named in the email.

1. What immediate action would you take?
2. Do you need to see the actual note to have reasonable suspicion? Do you need to see the note to make a child abuse report?
3. How might or does this situation violate District policy or law?
4. What should an employee do if they think they observe a breach of professional boundaries by an employee?

Initial Actions and Considerations

- Immediate action should be taken to bring the matter to the attention of the site administrator
- An employee with reasonable suspicion of child abuse must file a SCAR without further questioning
- In this case, if reasonable suspicion exists, a SCAR can be filed without knowing the identity of the victim student, that is, naming the victim as “Jane Doe”
- Also, if reasonable suspicion exists, one does not need to see the actual note or ask any clarifying questions prior to filing the SCAR

SCENARIO 2: Communication Boundaries

(Secondary School)

A parent calls you because she found text messages on her son's cell phone and is concerned about her son's very personal relationship with Ms. V, who is an experienced teacher and is well liked by students. Ms. V frequently offers students extra help after school, so it's not unusual to see students visiting her classroom after school. Sometimes Ms. V even treats them to snacks or trinkets. Ms. V has tutored this parent's child in a variety of subjects over a two-year period. During that time, Ms. V sent emails and text messages to the student using her cell phone. At first, the exchanges were general sometimes unrelated to schoolwork (e.g., asking about a family member, or how friendships were going).

Recently, the student began to text Ms. V about more personal feelings and relationships. In response, Ms. V shares her own experience regarding love, affection, and relationships gone wrong, and offers relationship advice to the student.


1. What initial actions should you take?
2. Is this information enough for reasonable suspicion of child abuse? If not, what clarifying questions might help with your determination of reasonable suspicion?
3. What policy considerations would you think about?

Initial Actions and Considerations

- Immediate action should be taken to bring the matter to the attention of the site administrator
- This inappropriate conduct violates the Code of Conduct with Students policy, and it may also rise to the level of suspected child abuse regardless of gender or job title
- A SCAR may be filed with a CPSA
- Also, since the allegations involve suspected abuse by an employee, these SCARs are generally filed with local law enforcement

Resources

- Child Abuse and Neglect Reporting Requirements Bulletin
- Title IX Policy/Nondiscrimination Complaint Procedures (Including for Sex Discrimination and Sexual Harassment) Bulletin
- **Child Abuse Awareness Training – MyPLN**
- Ethics Policies Bulletin
- Social Media Policy for Students Bulletin
- Social Media Policy for Employees and Associated Persons Bulletin
- Code of Conduct with Students



LOS ANGELES UNIFIED SCHOOL DISTRICT
POLICY BULLETIN

TITLE: Child Abuse and Neglect Reporting Requirements

NUMBER: BUL – 1347.4

ISSUER: David R. Holmgvist, General Counsel
Office of the General Counsel


DATE: September 28, 2018

POLICY: It is the policy of Los Angeles Unified School District (District) that all District employees shall report suspected child abuse or neglect by telephone immediately, or as soon as practically possible, to a child protective agency and shall prepare and send a written report within 36 hours of receiving the incident information. (Penal Code §11164 et seq.)

MAJOR CHANGES: This Bulletin replaces BUL-1347.3, on the same subject, issued by Office of the General Counsel, dated August 10, 2016. It provides updated guidelines for reporting suspected child abuse or neglect.

GUIDELINES: This Bulletin applies to all District employees, including but not limited to:













ROUTING:
All Employees
All Locations



CODE OF CONDUCT WITH STUDENTS

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While the District encourages the cultivation of positive relationships with students, employees and individuals who work with or have contact with students are expected to use good judgment, maintain professional standards and ethical boundaries, and are cautioned to keep these guidelines in mind and avoid the following when possible, including but not limited to:

<p> Engaging in behaviors either directly or in the presence of a student(s), that are unprofessional, unethical, illegal, immoral, or exploitative.</p> <p> Meeting individually with a student of any gender behind closed doors or in spaces designated for students only (e.g., restrooms, locker rooms), except for specific school-related purposes (e.g., assessments, counseling, required services, supervision).</p> <p> Remaining on campus with student(s) after the last administrator leaves the site; there are exceptions, such as after-school programs, teachers rehearsing with students for a drama/music activity or coaching academic decathlon students, with administrative approval in advance.</p> <p> Providing preferential treatment and/or giving student(s) gifts, rewards, or incentives that are not school-related and for which it is directly or implicitly suggested that a student(s) is (are) to say or do something in return.</p> <p> Making gestures, statements, or comments, either directly or in the presence of a student(s), which are not age-appropriate, professional, or which may be considered sexual in nature, profane, obscene, abusive, intimidating, bullying, harassing, discriminatory, or demeaning.</p>	<p> Touching, having physical contact, or requesting the removal of clothing with a student(s) that is not age-appropriate or within the scope of the employee's/individual's professional responsibilities.</p> <p> Engaging in any conduct that endangers students, inclusive of physical violence or threats of violence.</p> <p> Using alcohol, or an illegal or unauthorized substance, or possessing or distributing any controlled substance, while in the workplace or at a school-sponsored activity.</p> <p> Transporting student(s) in a personal vehicle without proper written administrator and parent authorization forms on file in advance for District approved reasons.</p> <p> Meeting with, taking or accompanying student(s) off campus for activities other than a District-approved school journey, activity, or field trip.</p> <p> Providing students with, or requesting from students, personal contact information and/or communicating/socializing with student(s), orally, in writing, by phone/email/electronically/webcam, via internet, social media, or in person for purposes that are not specifically school-related.</p> <p> Taking pictures or videos of or requesting them from students, except for specific school-related purposes with appropriate approvals.</p>
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Even though the intent of the employee/individual may be purely professional, those who engage in any of the above conduct are potentially subjecting themselves to perceptions of impropriety. Any individuals who witness potential boundary violations are advised to report such conduct. The District takes such matters seriously and may be obligated to investigate the allegations, as warranted and/or when law enforcement clearance has been given, and take appropriate administrative corrective/disciplinary action. The District prohibits retaliation against anyone who reports or participates in an investigation of inappropriate conduct.

For more information about this policy, contact the District Office of the General Counsel.

Unified We Can

Keep Every Student Safe!



After participating in the 2025 Breaking the Silence training, please use the QR code or go to <https://bit.ly/2025BreakingSilence> to complete the 2025 Annual Breaking the Silence assessment in MyPLN.