

Policy EBBABB: Prohibition Against Aiding and Abetting Sex Offenders in Obtaining Employment

Status: DRAFT

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Prohibition Against Aiding and Abetting Sex Offenders in Obtaining Employment

The Board of Trustees of the Jackson County School District prohibits any individual who is a school employee, contractor, or agent, from assisting and abetting a school employee, contractor, or agent in obtaining a new job, apart from the routine transmission of administrative and personnel files, if the individual or district knows, or has probable cause to believe, that such school employee, contractor, or agent engaged in sexual misconduct regarding a minor or student in violation of the law.

The requirements above shall not apply if the information giving rise to probable cause:

- (1)(a) has been properly reported to a law enforcement agency with jurisdiction over the alleged misconduct; and
- (b) has been properly reported to any other authorities as required by Federal, State, or local law, including title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.) and the regulations implementing such title under part 106 of title 34, Code of Federal Regulations, or any succeeding regulations; AND
- (2)(a) the matter has been officially closed or the prosecutor or police with jurisdiction over the alleged misconduct has investigated the allegations and notified school officials that there is insufficient information to establish probable cause that the school employee, contractor, or agent engaged in sexual misconduct regarding a minor or student in violation of the law;
- (b) the school employee, contractor, or agent has been charged with, and acquitted or otherwise exonerated of the alleged misconduct; or
- (c) the case or investigation remains open and there have been no charges filed against, or indictment of, the school employee, contractor, or agent within 4 years of the date on which the information was reported to a law enforcement agency.

This school district shall report incidents of sexual misconduct to the proper law enforcement, the Mississippi Department of Education and all other required agencies. This school district shall not enter confidentiality agreements with sexual predators.

Official references may only be provided by the superintendent or designee. Personal letters of reference or recommendations provided by employees shall not be written on district letterhead and are not considered official.

All requests for official references shall be submitted to the superintendent or designee.

The superintendent shall develop procedures to support this policy.
