

STUDENTS

Policy 3323

Zero Tolerance for Abuse and Molestation

The McCall Donnelly School District is committed to provide a safe, supportive, and respectful environment for every student, free from abuse, molestation, or exploitation of any kind. The district enforces a zero-tolerance policy toward any form of physical, sexual, emotional, or verbal abuse, as well as grooming or exploitation behaviors. This policy applies to all employees, contractors, student teachers, volunteers, and agents of the district, as well as to all students and individuals participating in district-sponsored programs, activities, or transportation.

Abuse is defined as physical injury, sexual conduct, emotional harm, or neglect of a child.

Molestation refers to any sexual contact, solicitation, or exploitation of a minor.

Grooming encompasses patterns of behavior intended to establish trust for the purpose of abuse.

All teachers and staff are required to complete fingerprint-based background checks. Hiring is contingent upon the successful completion of a background check and final approval by the school board. The district mandates training that educates all personnel on abuse and grooming, understanding their legal reporting obligations, maintaining professional boundaries, and complying with Title IX responsibilities.

All district employees, contractors, and volunteers are considered mandatory reporters who must take immediate action if they have reason to believe a child has been abused, abandoned, or neglected. Any employee, contractor, or volunteer who suspects abuse must report immediately to the Idaho Department of Health and Welfare or local law enforcement, as required by Idaho Code § 16-1605, and notify the building administrator or superintendent. Upon receiving a report or complaint, the district will act to protect students and cooperates fully with law enforcement and child protection authorities. The accused individual may be placed on administrative leave during investigation, and confirmed violations will lead to disciplinary actions, including termination, revocation of credentials, and possible criminal prosecution. Students found responsible for misconduct under this policy will face consequences as outlined in the school handbook.

All reports and investigations are handled confidentially, consistent with Idaho's public records law, FERPA, and other applicable privacy regulations. Records and documentation of reports and outcomes are securely maintained. Victims of abuse, molestation, or grooming are offered appropriate support services.

This policy will be reviewed during staff annual compliance training. Failure to adhere to

or report under this policy may result in immediate disciplinary action, referral to the Professional Standards Commission and potential criminal prosecution.

Legal Reference:

I.C. Title 16, Chapter 16 — Child Protective Act

I.C. § 16-1605 — Reporting of Child Abuse, Abandonment, or Neglect

I.C. § 33-512(6) — Duty of School Board to Protect Morals and Health of Pupils

I.C. § 33-1208 — Grounds for Revocation, Suspension, or Denial of Teaching Certificate

I.C. § 18-1506 et seq. — Sexual Abuse and Exploitation of a Child

Title IX of the Education Amendments of 1972 and its implementing regulations (34 C.F.R. Part 106)

Policy History

Adopted: December 2025