

As outlined in Board Policy 6219, the Anaheim Union High School District expects its employees to maintain the highest ethical standards, behave professionally, follow District policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students and members of the school community.

Reports of Misconduct

An employee who observes or has knowledge or evidence of another employee's inappropriate conduct or violation of Board Policy 6219 shall immediately report such conduct to the employee's supervisor or the site principal. If the supervisor is the subject of the report, the employee will report directly to the Assistant Superintendent of Human Resources.

The supervisor who receives a report must document, in writing, the concern and provide a copy of the documentation to the Assistant Superintendent of Human Resources.

Duty to Report

When an employee observes conduct by another adult that creates a reasonable suspicion of child abuse or neglect (including sexual abuse), the employee shall file a report pursuant to the District's child abuse reporting procedures as detailed in Board Policy and Administrative Regulation 8806 - Child Abuse Prevention and Reporting.

Investigation

Any reports of employee misconduct or possible boundary violation shall be promptly investigated. The investigation shall include a review the full history of concerns relating to the subject of the concern/complaint.

Any employee who is found to have engaged in inappropriate conduct in violation of law or Board policy shall be subject to disciplinary action and, in the case of a certificated employee, may be subject to a report to the Commission on Teacher Credentialing. The Superintendent or designee shall notify local law enforcement as appropriate.

Violation of Reporting Obligation

An employee who has knowledge of but fails to report inappropriate employee conduct may also be subject to discipline. The District prohibits retaliation against anyone who files a complaint against an employee or reports an employee's inappropriate conduct. Any employee who retaliates against any such complainant, reporter, or other participant in the District's complaint process shall be subject to discipline.

Legal Reference:

EDUCATION CODE

44050 Employee code of conduct; interaction with students
44242.5 Reports and review of alleged misconduct

PENAL CODE

11164-11174.4 Child Abuse and Neglect Reporting Act

CODE OF REGULATIONS, TITLE 5

80303 Reports of dismissal, resignation, and other termination for alleged misconduct

80331-80338 Rules of conduct for professional educators

Board of Trustees

September 14, 2021