

Heritage Academy BOARD POLICY MANUAL

POLICY GROUP 3 – STUDENTS

SEXUAL ABUSE AND OTHER MALTREATMENT OF CHILDREN PG-3.10

The Superintendent shall develop and publish a plan for addressing sexual abuse and other maltreatment of children, Plan for Addressing Sexual Abuse and Other Maltreatment of Children, as required by Texas Education Code 38.0041, to include:

1. Methods for increasing teacher, student, and parent awareness of issues regarding sexual abuse and other maltreatment of children, including prevention techniques and knowledge of likely warning signs indicating that a child may be a victim of sexual abuse or other maltreatment, using resources developed by the Texas Education Agency;
2. Actions that a child who is a victim of sexual abuse or other maltreatment should take to obtain assistance and intervention; and
3. Available counseling options for students affected by sexual abuse or other maltreatment.

Heritage Academy shall provide employee training regarding the plan for addressing sexual abuse and other maltreatment of children. Such training:

1. Must be provided, as part of a new employee orientation, to new Heritage Academy educators, including counselors and coaches, and other Heritage Academy professional staff members;
2. May be provided annually to any Heritage Academy staff member; and
3. Must include training concerning:
 - a. Factors indicating a child is at risk for sexual abuse or other maltreatment;
 - b. Likely warning signs indicating a child may be a victim of sexual abuse or other maltreatment;
 - c. Internal procedures for seeking assistance for a child who is at risk for sexual abuse or other maltreatment, including referral to a school counselor, a social worker, or another mental health professional;
 - d. Techniques for reducing a child's risk of sexual abuse or other maltreatment; and
 - e. Community organizations that have relevant existing research-based programs that are able to provide training or other education for school district or open-enrollment charter school staff members, students, and parents.

Heritage Academy shall maintain records that include the name of each staff member who participated in the training.

If the Superintendent or designee determines that Heritage Academy does not have sufficient resources to provide the training required under this policy, Heritage Academy shall work in conjunction with a community organization to provide the training at no cost to Heritage Academy.