

Harassment

Harassment is defined as any intentional gesture, electronic/written/verbal/ or physical threat that a reasonable person should know will have the effect of one or more of the following: physically harming an individual, damaging one's property, placing someone in reasonable fear or harm, creates an intimidating/threatening/abusive environment, or disrupts the orderly operation of the workplace.

Harassment can be in many forms including but not limited to racial harassment, religious harassment, sexual harassment, and disability harassment. Examples can include use of language, pictures, or gestures; cruel jokes, unwelcomed sexual advances, or unwelcomed behaviors directed at someone because of their disability.

Drug-free schools

All schools must have a comprehensive drug awareness program for all students K-12. The program must cover the dangers of illegal drugs, alcohol, and tobacco. Also, students in grades 6 and higher must receive information concerning opioids. This includes illegal opioids such as heroin as well as prescription opioids and the dangers concerning both. In addition to the above, other ways schools may present these lessons include but are not limited to the following: additional classroom lessons delivered by the classroom teacher, school counselor, school nurse, and school resource officer; Sources of Strength; advisor-advisee; Red ribbon week; as well as assemblies, presentations, guest speakers, and clubs. Documentation is kept on file at the school. The county office will collect documentation from the principal at the end of each school year indicating this requirement.

McKinney-Vento

McKinney-Vento is a federal law requiring all staff to be trained in the identification of homeless youth. In order to qualify as considered homeless, the following must apply—the student's current residence must be a temporary living arrangement and it must be due to financial hardship or a loss of housing. If these conditions are met, then examples include students living in a shelter; living with an adult who is not the legal parent or guardian; living alone without an adult; living with another family; or living in a car, campground, or hotel due to a lack of alternative accommodations.

Reporting suspected child abuse (mandated reporters)

All staff are mandated reporters by law and must notify DHHR within 24 hours when he or she suspects a child is being abused or neglected. The central intake number is 1-800-352-6513. The number is operational 24 hours a day, 365 days a year. Additionally, notification to state police and a local law enforcement agency must occur immediately when the reporter believes the child has suffered serious physical abuse or sexual abuse/assault. Finally, always maintain confidentiality and only disclose information to professionals who are relevant to the investigation.