



## **SECTION 1: EMPLOYEE POLICIES 4040**

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### **Sexual Abuse of Minors Policy**

The Board of Education (the “Board”) of the Oklahoma Virtual Charter Academy (“OVCA”) hereby adopts this sexual abuse of minors policy in furtherance of its mission and purpose to ensure a safe school environment is provided for its students.

This policy shall apply to all employees of OVCA regardless of length of tenure, position, employment status. This policy shall also apply to volunteers and third-party contractors.

This policy places an affirmative duty on employees of OVCA the duty to report to the Head of School or Board of Education any knowledge of sexual abuse of a minor. This policy also requires the reporting of sexual abuse of a minor to law enforcement and child protective service agency. Any required reporting shall be done in a timely period in consideration of all the related circumstances.

The failure of an employee to timely report sexual abuse of a minor may result in discipline of an employee, to include termination for cause.

OVCA shall investigate every report of alleged sexual abuse of a minor. OVCA shall conduct such an investigation even if the allegations are denied by the alleged perpetrator or victim.

Reports of sexual abuse of a minor are to be reported to the principal. If reporting to the principal is not an option for whatever reason, the report should be presented to the head of school. It shall be the responsibility of the Head of School to review reports of sexual abuse of minors for trends, patterns, or repeat offenders. The Head of School and Board of Education, as allowed by law, shall be notified of alleged sexual abuse by one perpetrator against more than one minor.

At the discretion of the Head of School, an anonymous option for the reporting of alleged sexual abuse of minors may be established. Training for the prevention of and the reporting of sexual abuse of minors will be presented to employees as a part of new hire and annual professional development.