

AP 4004 B: Appendix- Sexual Misconduct Procedures, Checklist & Response Plan: Students Over 12 years of age

If a student in a district school discloses abuse (or if there is suspected abuse), report the situation immediately to the Ministry of Children and Family Development at 1-800-663-9122. Refer to AP 3304: Child Abuse and Neglect

Note: the person disclosing that they have experienced sexual misconduct is the complainant and the person against whom the allegations are made is the respondent.

Complainant's Name:		School Name:	
Date of Birth:		Aboriginal:	
Grade:		Designation:	
Age:		Date of Incident:	
Gender:		Incident Location:	
Parent/Guardian:		Parent/Guardian:	
Address:		Address:	
Phone #:		Phone #:	

Procedures

Once a report of sexual misconduct is received, the Principal or Supervisor **must** complete this **Appendix - Sexual Misconduct Procedures, Checklist & Response Plan: Students Over 12 Years of Age** and submit it to the Assistant Superintendent.

1. Complete other processes, such as Worrisome Behaviour/VTRA, as advised by the Assistant Superintendent Education.

The District employee who receives the report will act in the following manner:

2. Support the complainant;
3. Provide compassion and understanding. Recognize that the complainant may have difficulty remembering details and may be delayed in coming forward with the allegations. This is normal when a traumatic event has occurred;
4. Listen without judgement;

5. Respect the rights of the complainant to choose the services they feel are appropriate, including their decision to make a report to the police. As the complainant is a student, the District is obligated to report to the police and to MCFD;
6. Let the complainant, respondent, third party or witnesses know of their right to and responsibility for confidentiality. Advise them that while their information is confidential, the School District is obligated to share it with certain agencies or persons such as the police, MCFD/Delegated Authorized Agencies and parent/guardian (as appropriate) and the respondent.

Administrative Checklist

Immediate Action by Principal or Designate

Actions to take:	Notes/Phone Numbers:	Done:
Receive/gather facts and basic information from the complainant and the respondent.		
Ensure the safety of the complainant and determine if medical attention is required.	Call 911 if urgent police and/or medical attention is required	
Develop a Response Plan for the complainant and do not return the complainant or the respondent(s) to class until the Response Plan is developed.		
Determine if the student has an Aboriginal background. If yes, determine if the student is nominal roll. If yes, contact the District Principal - Aboriginal Education.		
Contact the Assistant Superintendent to determine appropriate protocols.		
Contact the parent/guardian of the complainant.		
Contact the parent/guardian of the respondent.		
Contact the Ministry for Children and Families or Delegated Authorized Agency (Contact Centralized Screening, School Liaison or Local Office)	MCFD: 1-800-663-9122	

Supports and Ongoing/Follow up Procedures

Actions to take:	Notes/Phone Numbers:	Done:
Refer the complainant and the respondent to the Mental Health Coordinator.		
Advise the parent/guardian of available community services such as those through Child & Youth Mental Health, Victim Services etc.		
Provide the complainant's and the respondent's parent/guardian with a link or a hard copy of the school district's policies and processes.		
Provide the parent/guardian with your contact information and establish meeting times (in person or by telephone) for ongoing communication.		
Provide an overview of additional processes used such as a VTRA, Worrisome Behaviour, or others to develop intervention plans.		
Provide information on how a process can be appealed.		
Monitor the complainant's Response Plan.		
Continue to make contact with the complainant and their parent/guardian. Schedule a follow up meeting.		
Continue to make contact with the respondent and their parent/guardian. Schedule a follow up meeting.		

Response Plan

Knowledge of this Response Plan should be determined on a "need-to-know" basis ensuring protection of privacy for the Complainant. Do not return the Complainant or the Respondent to class until this plan is completed and has been communicated to all persons requiring knowledge of it. There should be no duplicate copies of this document kept at the school. This document should be stored in a secure location designated by the School Administrator and must be sent to the Assistant Superintendent.

School & Community Action Plan

Immediately notify the parent/guardian of all students involved (mandatory).	
Liaise with the Medical Health Coordinator, if appropriate. Consult with the district based team if needed.	
Notify school staff directly involved with plan implementation.	
Plan for alternate pick up/drop off times or locations, recess/lunch times or locations.	

Informed consent to share this plan with involved professionals as parent/guardian deems necessary and appropriate.	
Assign seating and have student line up in proximity to teacher/EA.	
Modify schedule.	
Alternate classroom environment.	
Plan to continue to increase connectedness at school.	
Consult with police (if applicable).	
If appropriate connect student with police.	

Specifics of the School and Community Plan:

Date of Plan: _____

Individuals Involved in Developing Response Plan

Principal or Vice Principal Name:
Classroom Teacher Name:
Parent/Guardian Name:
Parent/Guardian Name:
Other/Agency Name:
Other/Agency Name:
Other/Agency Name:

List other staff/positions that may need to participate in the implementation of this response plan:

Response Plan review date/time/location:
