

Picture It

The Scenario:

When you arrive at work in the morning, you find an envelope addressed to you that had been slid under your door. It contains pictures of Shaniqua, a female student, sitting on the lap of Mr. Jones, the Assistant Principal. What do you do?

Discussion Begins

What do you do?

Do you report? If so, to whom? If so, when? If you don't, what might happen to Shaniqua? To other students? To the teacher? To you? To your school? To LAUSD? If you do, what might happen to Mr. Jones? Mr. Jones' family?

If you report and the Local Law Enforcement Agency or the Department of Children and Family Services (DCFS) tells you...

...to **handle it administratively**, what do you do next?

...**they will investigate**, what do you do next?



Legal Response

You need more information. How old is Shaniqua? What is the context? Does Mr. Jones have a history of inappropriate behavior? The conduct depicted in the photo may be indicative of bad judgment or more. Without additional facts, you do not have the ability to form a reasonable suspicion of child abuse.

Other Considerations

Whether or not you have reasonable suspicion that child abuse occurred, there may be sufficient information to determine that improper conduct has occurred (see the LAUSD Code of Conduct). You should notify the principal of the inappropriate conduct. The principal should then notify the Local District Operations Coordinator. At this time, the Local District Superintendent or Unit/Division Head must exercise discretion as to whether the employee should be removed from the school site or work assignment (BUL-3357.1).

As appropriate, the Local District Operations Coordinators and/or Division of Human Resources Representatives shall consult with Employee Relations and communicate with the Local Law Enforcement Agency to determine whether they may begin an administrative investigation. Once clearance has been obtained from the Local Law Enforcement Agency, the administrative investigation shall proceed. Upon conclusion of the investigation, appropriate administrative action should be taken, if warranted.

Listen

You may or may not have a strong emotional reaction (i.e., anger, sadness, guilt). However, we are all accountable for the care of our children.

Protect

Act immediately by following the legal response. Doing so is the best way to protect students and the learning environment.

Connect

Convey concern for the student's well-being. Every school site has protocols, systems, and resources to support and address student safety and well-being. This is an opportunity to become familiar with and use the procedures, policies, and resources at your work site.

Model

Maintain a professional and calm level of emotions and reactions. Do not express shock or anger at the possible perpetrator or event.

Teach

Take this opportunity to review the district policies related to appropriate adult-student boundaries. Refer to the LAUSD Code of Conduct.

Emotional Support