

Pictures and a Date

The Scenario:

You've heard rumors that a colleague is dating on-line during school hours. You ask her about it and she admits it. She asks if you'd like to see some pictures of potential dates. Curious, you say yes. She walks you to her room, logs onto the school computer, and pulls up the pictures, some of which are of naked men. She proceeds to tell you that the flowers on her desk are from a date who's coming to school tomorrow for a lunch "date". 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 your colleague? To students (if they find the pictures)? To you? To your school? To LAUSD?

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

A student may have viewed these pictures which could be considered sexual exploitation. If there is reasonable suspicion that child abuse occurred, a Suspected Child Abuse Report must be filed with either the Department of Children and Family Services (DVFS) or the Local Law Enforcement Agency.

Other Considerations

Whether or not you have reasonable suspicion that child abuse occurred, there may be sufficient information to determine that Sexual Harassment and/or improper conduct has occurred (see the LAUSD Code of Conduct, the Employee Code of Ethics, and/or the Acceptable Use Policy (BUL-999.3)). Accordingly, you should notify an administrator and the Title IX Complaint Manager. Follow the steps in the Title IX Policy/Complaint Procedure Bulletin (BUL-2521.1) and Sexual Harassment Policy Bulletin (BUL-3349.0). Educational Equity can provide training in the area of Sexual Harassment for both students and staff.

If you are an administrator, you 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

As a school employee, it is your responsibility to maintain a safe learning environment.

Protect

Follow the legal response. A word of caution - while it can be tempting to talk and gossip with co-workers about what has happened or what you have heard, it is not helpful to anyone. Do not allow rumors to be discussed in your classroom or in your presence.

Connect

Maintain professional boundaries. Inform your colleague that you will only discuss work-related topics while at school. 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

This is an opportunity to review the LAUSD Code of Conduct.

Emotional Support