

Teen Dating Violence and Sexual Harassment Policy

In 2021, Oregon established a new law (SB 197) requiring both public and private schools to create a process to report physical or sexual abuse/battery for teen dating and teen interpersonal relationships, including cyber harassment. The law also prohibits sexual harassment against staff and others. The reporting process will include an investigation, providing care, protection, and cooperation with law enforcement agencies to investigate said abuse/battery to a satisfactory conclusion.

Teen dating violence is unacceptable and is prohibited. Sexual harassment of students and staff members by other staff members or students is unacceptable and is prohibited. Each student has the right to a safe learning environment and each staff member has the right to a safe work environment. Willamette Valley Christian School is committed to providing a safe and healthy environment for all our students, staff, and volunteers/visitors. We are committed to advocating for the victim of any sexual or physical abuse/battery and creating a culture that openly denounces such physical, psychological, and cyber violence. We are directed by Scripture to "Give justice to the poor and the orphan; uphold the rights of the oppressed and the needy. Rescue the poor and helpless; deliver them from the grasp of evil people." Psalm 82:3-4.

Therefore, Willamette Valley Christian School has adopted this policy to empower our efforts to assure a safe and respectful environment for our staff, students, and volunteers. All staff members and students are subject to this policy. This policy will be communicated to students and parents via announcements, by electronic communication, and on the school's website.

1. As required in the law, we will provide visual communication throughout our campus that refers students to adults at our school and institutions in our area that can assist victims of abuse.
2. The school officials who are responsible for receiving reports related to teen dating violence are the Administrator and the Vice Principal. Students and others can give the report to any trusted staff member who will forward the report to the appropriate school official.
3. We will investigate all reports of abuse and collaborate with local law enforcement authorities as required by the current mandatory reporting laws. Notification to affected parties will be given as required by law.
4. We will respect the rights of the accused, but they will be removed from in-person school and all school-related activities as a precaution. Students will be able to continue their education online and without condemnation until the matter can be investigated thoroughly by the school and

local authorities to a full resolution. Staff members accused will be placed on administrative leave, with pay, at the administrator's discretion.

- a. Any student absolved from an accusation will be reinstated to in-person school and shall receive all the rights and privileges associated with said enrollment. An absolved staff member will be reinstated to his/her previous position at the discretion of the administrator.
 - b. In cases where there is no legal outcome, the school reserves the right to remove the student from enrollment or the staff member from employment based on Willamette Valley Christian School's internal review.
5. We will advocate for the victim and provide pastoral counseling on campus and referrals to professional counseling outside our community.
6. We will utilize a portion of our mentor groups to provide age-appropriate education about teen dating violence and domestic violence.
7. This policy applies to all staff members and students who (A) Are on or immediately adjacent to school grounds or school or district property; (B) Are at any school-sponsored or district-sponsored activity or program; or (C) Are off school or district property if a student or staff member acts toward the person in a manner that creates a hostile environment for the person while at school or a school-sponsored or district-sponsored activity or program.
8. "Sexual Harassment" has the meaning given by applicable law: (A) A demand or request for sexual favors in exchange for benefits; (B) Unwelcome conduct of a sexual nature that is physical, verbal or nonverbal and that interferes with a student's educational program or activity or a staff member's ability to perform the job or that creates an intimidating, offensive or hostile educational or work environment; and (C) Assault when sexual contact occurs without a person's consent because the person is under the influence of drugs or alcohol, is unconscious or is pressured through physical force, coercion or explicit or implied threats.