
REGULATION 5140.2

CHILD ABUSE AND SCHOOL DISTRICT EMPLOYEES

I. Screening of Personnel in Schools

Hiring and screening information is available at www.sd61.bc.ca. Practices reflect current legislative requirements including criminal record checks, Collective Agreement provisions and best practice.

II. District Employees' Responsibilities

1. Any person who suspects that a child has been or is likely to be physically harmed, sexually abused or sexually exploited, or needs protection is legally responsible to report the matter¹.
2. a. Employees who have reasonable grounds to suspect physical or sexual abuse of a child by a school board employee shall report their suspicions to the Principal or Superintendent.¹ The Principal shall immediately report to the Superintendent. The Superintendent must report the matter to the Police. The Superintendent will work with the police in investigating the matter.
- b. Teachers or CUPE employees are not in violation of The BCTF Code of Ethics or the CUPE Standard of Conduct when reporting a suspected abusive situation.
- c. The Ministry of Children and Family Development is responsible for assessing whether or not further intervention is required to protect the safety and well-being of the child.
- d. The Superintendent, or designate, may conduct an investigation for the Board's purposes, regardless of investigations by other agencies.

Please reference Policy 5140.1

¹Reporting procedures are outlined in the *B.C. Handbook for Action on Child Abuse and Neglect*.

Greater Victoria School District

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