

Student Personnel  
Series 500

Policy Title: Abuse of Students by Agency Employees

Code No. 508

**Policy Statement**

Physical or sexual abuse of students, including but not limited to sexual or physical relationships, grooming behavior, and otherwise inappropriate relationships with students by employees will not be tolerated. The definition of employees for the purpose of this policy includes not only those who work for pay but also those who are volunteers under the direction and control of the Agency. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

**Scope of Policy**

The Agency will respond promptly to allegations of abuse of students by Heartland AEA employees by timely reporting to all relevant agencies as required by law. The processing of a complaint or allegation will be handled confidentially to the maximum extent possible. Employees are required to assist in the investigation when requested to provide information and to maintain the confidentiality of the reporting and investigation process. If the Iowa Department of Health and Human Services reports to the board of directors of the agency that an allegation of abuse of a student has been made against an agency employee, the agency will place the employee on administrative leave until the resolution of the investigation. The employee will be prohibited from entering agency property while on administrative leave.

**Accountability Overview**

The Chief Administrator is responsible for drafting administrative regulations to implement this policy.

**Legal Reference:**

Iowa Code §§ 232.67, .70, .73, .75; 235A; 256.160; 272A; 280.17; 709; 728.12(1).  
281 I.A.C. 12.3(12), 102; 103.  
441 I.A.C. 155; 175.

**Date of Adoption:**

Sept. 8, 2025