

Duty of Employees to Report Arrest or Criminal Charges

This policy is applicable to all employees of the Fargo School District, all volunteers, independent contractors, and employees of contractors having contact with students. It applies at all times and all places regardless of whether school is in session and any doubt as to its application should be resolved in favor of its application.

It is the policy of the District to individually assess the potential harm and impact on students resulting from an employee being arrested and/or charged with violation of state or federal criminal law. To ensure that this assessment begins promptly after an arrest or the filing of charges, an employee shall report an arrest or the filing of a charge for a violation of state or federal criminal law to their supervisor or the Superintendent in writing by the end of the first school day following an arrest or the filing of a charge. When the arrest or charge occurs during a time when school is not in session, the employee shall make the written report required by this policy to the Superintendent within five (5) calendar days after the earlier arrest or the filing of criminal charges.

Upon receipt of information about an arrest or charge against an employee, the Superintendent or their designee shall assess the potential harm and the impact on students of the arrest and/or charge.

Non-compliance or response to the charged offense could include further discipline up to and including discharge.

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