
CHILD ABUSE, SEXUAL CONDUCT, AND ADULT-STUDENT BOUNDARIES

INFORMATION FOR CONTRACTORS & VOLUNTEERS

2026-2027

INTRODUCTION

- This presentation will provide you with valuable information about a variety of situations you might encounter during your volunteer service or contracting with the Salem-Keizer School District.
- If you have any questions about the content of this presentation, please contact Debbie Joa, Assistant Director of Employee Relations, at 503-399-3061 or joa_debbie@salkeiz.k12.or.us.
- Topics:
 - Recognizing and Responding to Child Abuse and Neglect
 - Preventing and Reporting Sexual Conduct
 - Maintaining Appropriate Boundaries with Students

RECOGNIZING AND RESPONDING TO SUSPECTED CHILD ABUSE AND NEGLECT

Recognizing and Responding to Suspected Child Abuse and Neglect

HOW DO I RECOGNIZE CHILD ABUSE?



Oregon Revised Statute 419B.005 defines child abuse as:

- Any assault, as defined in ORS chapter 163, of a child and any physical injury to a child which has been caused by other than accidental means, including any injury which appears to be at variance with the explanation given of the injury.
- Any mental injury to a child, which shall include only observable and substantial impairment of the child's mental or psychological ability to function caused by cruelty to the child, with due regard to the culture of the child.
- Negligent treatment or maltreatment of a child, including but not limited to the failure to provide adequate food, clothing, shelter or medical care that is likely to endanger the health or welfare of the child.
- Threatened harm to a child, which means subjecting a child to a substantial risk of harm to the child's health or welfare.
- Buying or selling a person under 18 years of age as described in ORS 163.537.
- Permitting a person under 18 years of age to enter or remain in or upon premises where methamphetamines are being manufactured.
- Unlawful exposure to a controlled substance, as defined in ORS 475.005, that subjects a child to a substantial risk of harm to the child's health or safety.

CHILD ABUSE – OREGON LAW



Oregon Revised Statute 419B.005 defines child abuse as:

- Rape of a child, which includes but is not limited to rape, sodomy, unlawful sexual penetration and incest, as those acts are described in ORS chapter 163.
- Sexual abuse, as described in ORS chapter 163.
- Sexual exploitation, including but not limited to:
 - Contributing to the sexual delinquency of a minor, as defined in ORS chapter 163, and any other conduct which allows, employs, authorizes, permits, induces or encourages a child to engage in the performing for people to observe or the photographing, filming, tape recording or other exhibition which, in whole or in part, depicts sexual conduct or contact, as defined in ORS 167.002 or described in ORS 163.665 and 163.670, sexual abuse involving a child or rape of a child, but not including any conduct which is part of any investigation conducted pursuant to ORS 419B.020 or which is designed to serve educational or other legitimate purposes; and
 - Allowing, permitting, encouraging or hiring a child to engage in prostitution as described in ORS 167.007 or a commercial sex act as defined in ORS 163.266, to purchase sex with a minor as described in ORS 163.413 or to engage in commercial sexual solicitation as described in ORS 167.008.

RECOGNIZING CHILD ABUSE

- Physical Abuse
- Sexual Abuse and Exploitation
- Neglect
- Mental Injury
- Threat of Harm
- Prohibited Practices in Schools



PHYSICAL ABUSE

- Physical abuse is defined as any injury to a child that is not accidental. The injury may be observable, such as a bruise or broken bone. Or, the injury may be internal and not easily observed.
- If you are unsure if an injury is due to abuse, consider the following questions:
 - Does the explanation match the injury?
 - Did the child give multiple explanations for the injury?
 - Did the child and caregiver give different explanations for the injury?
 - Is there a pattern of injury? Does it look like it was caused by a belt loop, cigarette burn, hand, coat hanger, etc?
 - Where is the injury?
- It is important to report suspicious physical injuries or suspicious circumstances.

SEXUAL ABUSE AND SEXUAL EXPLOITATION

- Sexual abuse involves any sexual contact between an adult and a minor. The sexual contact could be physical or could involve exposing the child to pornography or sexual activity.
- It also includes sexual contact between minors if there is an imbalance in power or the contact is likely to be harmful to one or both of the minors.
- Sexual abuse is not limited to situations involving an adult and a child. “An adult could be charged with sexual abuse if the victim is over 18 years old but is incapable of consent... (ORS 163.427).”

GROOMING AND SEXUAL ABUSE

- Sexual offenders often engage in a process called “grooming.”
- Grooming is the process by which an offender attempts to emotionally engage and desensitize the victim.
- Grooming involves purposeful, calculated behavior to “set up” the child for abuse.
- It is important to remember that offenders not only manipulate children, they also manipulate and “groom” family members, friends, employees/volunteers in youth serving organizations, etc.

**Visit [RAINN](https://rainn.org) for important information about grooming
and child sexual abuse:**

<https://rainn.org/get-the-facts-about-sexual-violence/>

NEGLECT

- Neglect could include failure to provide adequate food, clothing, shelter, supervision, or medical care.
- Chronic neglect is a persistent pattern of family functioning in which the parent or caregiver does not sustain or meet the basic needs of a child.
- Neglect results in actual harm to the child or is likely to harm a child.

MENTAL INJURY / EMOTIONAL ABUSE

- Mental Injury: Cruel or unconscionable acts or statements made by the caregiver that have a direct effect on the child, or a caregiver's failure to provide nurturance, protection, or appropriate guidance.
- The caregiver's behavior (intentional or unintentional) is related to a substantial and observable impairment of the child's well being and functioning.
- Examples could include:
 - A parent who consistently "puts" down the child, calling them "stupid" and "worthless".
 - A caregiver who threatens to harm the child's pet if the child misbehaves.
 - A legal guardian who is trespassed from the school after repeatedly verbally berating staff and students at school functions.

THREAT OF HARM

- Threat of Harm: A caregiver who subjects a child to a substantial risk of harm to their health or welfare.
- “Substantial” can be difficult to define. Err on the side of student safety and discuss the caregiver’s acts/statements with the Oregon Department of Human Services or law enforcement.
- Examples could include:
 - A child who is exposed to domestic violence
 - A parent who sends their child to buy drugs for the parent
 - A child living in a home where someone is involved in child pornography

CHILD ABUSE AND SCHOOL

CAUTION

Oregon law also defines the following as forms of child abuse:

- Corporal punishment in schools
- Unlawful restraint in schools
- Unlawful seclusion in schools

CORPORAL PUNISHMENT IN SCHOOLS

Corporal punishment is prohibited in schools. Corporal punishment means the willful infliction of, or willfully causing the infliction of, physical pain on a student.

- Examples: Spanking a student at school or forcing a student to do pushups in language arts or math class as a form of punishment.

Corporal punishment does not include the following:

- Physical intervention with a student when there is an imminent risk of harm, provided that District policies and training are followed.
- Physical pain or discomfort that results from participation in athletic competitions or other recreational activities voluntarily engaged in by the student.

RESTRAINT AND SECLUSION IN SCHOOLS

- Seclusion of students in schools may only occur under very limited circumstances. Any seclusion of a student must be in compliance with District policy and Oregon Revised Statutes.
- There are strict policies and laws around student restraints – under what circumstances they may be used and what types of restraints are permitted.
- The law outlines practices that can result in serious injury to students and are therefore prohibited in schools.
- It is expected that a volunteer will not physically intervene or restraint a student but will seek assistance from a staff member if needed. Similarly, it would not be appropriate for a volunteer to seclude a student.

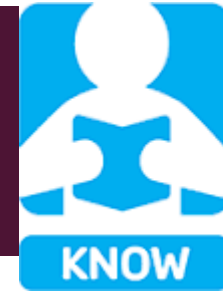
REPORTING CHILD ABUSE

REPORT



- If you become aware of possible child abuse or neglect through your volunteer activities with the District, **immediately report your concerns to the school administrator, school counselor, teacher, another school district employee.**
- Everyone, including volunteers, are encouraged to **report suspected child abuse** to the Oregon Department of Human Services (ODHS)/Child Abuse Hotline (**1-855-503-7233**) or a law enforcement agency.
- Individuals in some professions, including school district employees and contractors, are **mandated by law to report** suspected child abuse and neglect to ODHS or law enforcement.

RESPONDING TO CHILD ABUSE



- If a child discloses abuse, it is important that you remain as calm as possible. A child may interpret a strong emotional reaction to mean they did something wrong and shouldn't talk about it. The child may recant (take back) their statements or not be willing to share the information with anyone else.
- Children and teens often believe the abuse was their fault. Statements such as "I believe you" and "It wasn't your fault" can be very powerful for the child to hear.
- It is important for volunteers to keep child abuse information confidential and only share the information with ODHS, law enforcement and/or school employees who need to know.
- Remember, it is not your role to question the child or to investigate; report your suspicions to the proper authorities so they may begin an investigation.

ADDITIONAL INFORMATION

- For additional information on recognizing and reporting child abuse and neglect, see the Oregon Department of Human Services publication, “What you can do about child abuse”:
<https://sharedsystems.dhsoha.state.or.us/DHSForms/Served/de9061.pdf>
- Video resource, “DHS Mandatory Reporting for Child Abuse”:
https://www.oregon.gov/dhs/ABUSE/Pages/mandatory_report.aspx

PREVENTING SEXUAL CONDUCT AND MAINTAINING APPROPRIATE ADULT-STUDENT BOUNDARIES

Preventing Sexual Conduct and Maintaining Appropriate Adult-Student Boundaries

VOLUNTEER EXPECTATIONS

- The involvement of dedicated volunteers is crucial to student success.
- Volunteers have the primary purpose of supporting academic activities and/or school activities.
- School district employees, contractors, agents, and volunteers must maintain appropriate boundaries with students at all times.
- Each situation and each child is unique so please contact the school administrator, school counselor, or classroom teacher if you have questions or concerns. In addition, you may contact Debbie Joa, Assistant Director of Employee Relations, at 503-399-3061 or joa_debbie@salkeiz.k12.or.us.



MAINTAINING APPROPRIATE VOLUNTEER / CONTRACTOR & STUDENT BOUNDARIES

IN 2019, THE OREGON LEGISLATURE PASSED AND THE GOVERNOR SIGNED INTO LAW SENATE BILL 155, WHICH HELPS ENSURE THE SAFETY OF K-12 STUDENTS. This legislation prohibits child abuse and sexual conduct of students by adults within the K-12 system, describes the requirements for reporting, and outlines the steps school districts and other agencies must take when responding to concerns. Senate Bill 155 expanded the definition of sexual conduct to not only include inappropriate conduct by school employees but also conduct by volunteers, contractors and agents of the District. As outlined in Salem-Keizer School District Administrative Policy PAP-A001, child abuse and sexual conduct by District employees, contractors, agents, or volunteers is not tolerated.

THE SALEM-KEIZER SCHOOL DISTRICT IS COMMITTED to providing an educational environment that is free from harassment, misconduct and abuse. The involvement of caring adults in the school setting is important to the success of schools and the safety and wellbeing of students. This document is intended to provide information to individuals who volunteer, contract or provide services within the District for developing positive relationships with a focus on the academic needs of the student and avoiding interactions that could be misinterpreted.

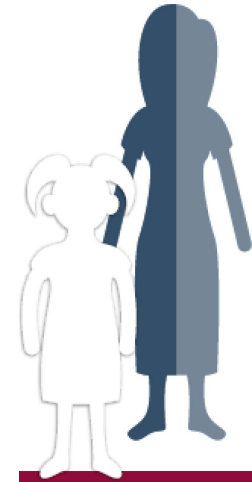
IF YOU HAVE ANY QUESTIONS OR CONCERNS, please don't hesitate to reach out to the school administrator or department supervisor, or contact Debbie Joa, the District's Prevention and Protection Coordinator, at 503-399-3061 or joa_debbie@salkeiz.k12.or.us.



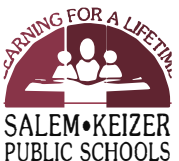
MAINTAINING APPROPRIATE VOLUNTEER /CONTRACTOR AND STUDENT BOUNDARIES

If you become aware of possible child abuse or neglect through your volunteer activities with the District, or if you have concerns about a district employee, volunteer, contractor or agent abusing a child, immediately report your concerns to the school administrator, school counselor, or call the District's Human Resources Department at 503-399-3061. Everyone, including volunteers and contractors, are encouraged to report suspected child abuse to the Oregon Department of Human Services/Child Abuse Hotline (1-855-503-7233) or a law enforcement agency. Individuals in some professions, including all school district employees, are mandated by law to report suspected child abuse and neglect to the Oregon Department of Human Services or law enforcement.

Child abuse includes: physical abuse,
sexual abuse and exploitation, emotional
abuse, neglect, and threat of harm.



Additional information about child abuse prevention and reporting is available on the Salem-Keizer School District volunteer and contractor training pages and the Oregon Department of Human Services website.



CHILD ABUSE

CHILD ABUSE MAINTAINING APPROPRIATE VOLUNTEER /CONTRACTOR AND STUDENT BOUNDARIES

REPORTING

If you become aware of possible child abuse or neglect through your volunteer activities with the District, or if you have concerns about a district employee, volunteer, contractor or agent abusing a child, immediately report your concerns to the school administrator, school counselor, or call the District's Human Resources Department at 503-399-3061. Everyone, including volunteers and contractors, are encouraged to report suspected child abuse to the Oregon Department of Human Services/Child Abuse Hotline (1-855-503-7233) or a law enforcement agency. Individuals in some professions, including all school district employees, are mandated by law to report suspected child abuse and neglect to the Oregon Department of Human Services or law enforcement.

Child abuse includes: physical abuse, sexual abuse and exploitation, emotional abuse, neglect, and threat of harm.



Additional information about child abuse prevention and reporting is available on the Salem-Keizer School District [volunteer](#) and [contractor](#) training pages and the [Oregon Department of Human Services](#) website.

SEXUAL CONDUCT

SEXUAL CONDUCT MAINTAINING APPROPRIATE VOLUNTEER /CONTRACTOR AND STUDENT BOUNDARIES

AS DEFINED IN OREGON REVISED STATUTE 339.370, sexual conduct includes any verbal or physical conduct or verbal, written, or electronic communications by a school district employee, a contractor, an agent, or a volunteer that involve a student and that are: sexual advances or requests for sexual favors directed toward the student or; of a sexual nature that are directed toward the student or that have the effect of unreasonably interfering with the student's educational performance, or of creating an intimidating, hostile educational environment.

Sexual conduct does not include touching or other physical contact that is necessitated by the nature of the school district employee's job duties or by the services required to be provided by the contractor, agent or volunteer and for which there is no sexual intent; or verbal, written or electronic communications that are provided as part of the education program that meets state educational standards or District policy.

The definition of sexual conduct does not apply to conduct or communications by current K-12 students who work, contract or volunteer for the Salem-Keizer School District and are in a consensual relationship with another K-12 student as long as the conduct does not create an intimidating or hostile education environment, and is not prohibited by law, District policies, or any applicable employment agreements.

"Student" is defined as any person who is: in any grade from prekindergarten through grade 12; or twenty-one years of age or younger and receiving educational or related services from an education provider that is not a post-secondary institution of education; or who was previously known as a student by the person engaging in sexual conduct and who left school or graduated from high school within three calendar years prior to the sexual conduct.

REPORTING

If you become aware of possible sexual conduct or inappropriate boundaries by a district employee, volunteer, contractor or agent towards a student, immediately report your concerns to the school administrator, school counselor, or call the District's Human Resources Department at 503-399-3061.

ADULT-CHILD BOUNDARIES



- Appropriate Interactions create a safe environment for students to learn, grow, seek help in problem solving and conflicts, and develop social skills.
- Inappropriate Interactions cross the boundaries separating student from adult needs and create relationships that become peer-to-peer rather than adult-to-child.

INAPPROPRIATE BOUNDARIES

- The following slides will provide you with examples of interactions between an employee, contractor or volunteer and a student that would not be appropriate.

EXAMPLES OF INAPPROPRIATE BOUNDARIES



- Examples of “red flag” behaviors:
 - Giving gifts to students.
 - Driving students in personal vehicles without prior permission from the school administrator and without following District policy.
 - Meeting with students off campus without a legitimate educational purpose and without prior permission from the school administrator.
 - Communicating with students on personal social networking sites or online gaming (with the exception of the volunteer’s family members).

INAPPROPRIATE BOUNDARIES EXAMPLES



- Examples of “red flag” behaviors (continued):
 - Communicating with students via email, telephone or texting when there is not a legitimate educational purpose and without prior permission from the school administrator.
 - Asking students to give them hugs or volunteers giving students frontal hugs.
 - Tickling students, giving shoulder massages, or allowing lap sitting.
- It is never appropriate for a volunteer or contractor to date a student or talk with a student about having a more personal relationship once they turn 18 or graduate.

CONDUCT BY SCHOOL DISTRICT EMPLOYEES, CONTRACTORS, AGENTS, VOLUNTEERS & STUDENTS

- In order to help ensure the safety and wellbeing of students, the Oregon Legislature passed legislation ([Senate Bill 155](#)) in 2019 mandating that school districts enact specific policies and rules for the prevention and investigation of suspected child abuse and sexual conduct by school district employees, contractors, agents, volunteers, and students.
- In accordance with Salem-Keizer School District Policy (PAP-A001, “Child Abuse and Sexual Conduct”), child abuse and sexual conduct of students by District employees, contractors, agents, or volunteers and child abuse by students is not tolerated. All reports will be investigated.

SEXUAL CONDUCT BY SCHOOL DISTRICT EMPLOYEES, CONTRACTORS, AGENTS, & VOLUNTEERS

- Sexual Conduct is defined as:
 - Any verbal or physical conduct or verbal, written, or electronic communications by a school district employee, a contractor, an agent, or a volunteer that involve a student and that are:
 - sexual advances or requests for sexual favors directed toward the student or;
 - of a sexual nature that are directed toward the student or that have the effect of unreasonably interfering with the student's educational performance, or of creating an intimidating or hostile educational environment

SEXUAL CONDUCT DEFINITION

- Sexual Conduct does not include:
 - Touching or other physical contact that is necessitated by the nature of the school district employee's job duties or by the services required to be provided by the contractor, agent or volunteer and for which there is no sexual intent; or
 - Verbal, written or electronic communications that are provided as part of the education program that meets state educational standards or District policy..
- The definition of sexual conduct does not apply to conduct or communications by current K-12 students who work, contract or volunteer for the Salem-Keizer School District and are in a consensual relationship with another K-12 student as long as the conduct does not create an intimidating or hostile education environment, and is not prohibited by law, District policies, or any applicable employment agreements.

DEFINITION OF “STUDENT” – SEXUAL CONDUCT

- **Student** is defined as any person who is:
 - In any grade from prekindergarten through grade 12; or
 - Twenty-one years of age or younger and receiving educational or related services from an education provider that is not a post-secondary institution of education; or
 - Who was previously known as a student by the person engaging in sexual conduct and who left school or graduated from high school within three calendar years prior to the sexual conduct.

REPORTING CONCERNS



- It is important that everyone take an active role in helping to ensure a safe and healthy environment for students.
- Be observant. If you **observe or hear about questionable behavior** between an adult and child, **immediately notify** the principal or assistant principal, or contact Debbie Joa, the Assistant Director of Employee Relations, at 503-399-3061 or joa_debbie@salkeiz.k12.or.us.

LINKS AND ADDITIONAL INFORMATION



- For more information regarding appropriate adult-student boundaries, talk with the school administrator or contact:

Debbie Joa, Assistant Director of Employee Relations

503-399-3061

joa_debbie@salkeiz.k12.or.us

- Maintaining Appropriate Staff-Student Boundaries ([Guidance for Staff](#)):
- Guide to Staff-Student Interaction ([Information for Parents/Guardians](#)):
- Maintaining Appropriate Boundaries ([Information for Volunteers & Contractors](#))

FINAL THOUGHTS

There are many agencies in the community working together to help ensure the safety of students. Your role as a school volunteer or district contractor is vital. Thank you for the positive impact you have on students every day.

