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Proactive Strategies that Protect Students from Abuse Hardwire Best Practice:

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YOU HOLD THE POWER!!!!!!!

- **# 1 priority is safety and security of students**
- **ZERO risk is a myth**
 - i.e.. list of what can and can't do for teachers
- **Failure to consider safety of students = negligence**
 - tragedies nationwide place schools on “notice”
 - failure to address security risk resulted in injury
- **Risk benefit analysis**
 - electric fence
- **Culture is king**
 - acting outside of culture is recipe for disaster
 - “acceptable behavior” in **OUR** school
 - can teachers text students?
- **HARDWIRE PROTECTION OF STUDENTS THROUGH**
 - Establishing, communicating and implementing
 - policies, procedures and protocols that reduce risk



points of risk exposure

- **“points of risk”**
 - identify all points of risk
 - identify steps that mitigate risk of harm

- **process by way of examples**
 - contact with adults
 - Parents, employees, consultants, contractors, coaches, tutors etc.
 - contact with students
 - existing and new students, students at other schools, alumni
 - physical plant
 - classrooms & meeting rooms, locker rooms, theatre changing area, remote areas on property, dorms
 - activities
 - international trips, overnight local trips (sports competitions, model UN, robotics events)



contact with adults

- school owns adult's behavior by giving access to students
- school's responsibility to ensure adults are "safe"
- steps to ensure adults are safe
 - vetting
 - training
 - communicating expectations
 - monitoring
 - evaluating
 - removing
- consider all adults in contact with students
 - employees, parents, guardians, tutors, substitutes, coaches, *the tae kwon do guy*, contractors (construction, cleaning services, food service, *3rd party international student guardians*)



selection of employees

- **hiring policy**
 - written policy with all steps and related documents
 - consistently used for all hires
 - enforcement of compliance
- **include in hiring policy**
 - application not just resume
 - designed to collect same data from all applicant
 - avoid creative writing
 - release above signature
 - reference checks (tracking system)
 - criminal background checks (more than state requirements)
 - confirmation of work & education
 - Google search
- ***can't rely on information from search firms or others***
- **associations consider providing reduced cost access to background check company**

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enforcing safety steps with employees

- **supervision**
 - system of walking the halls?
 - communicating concerns
- **evaluations**
 - addressing problems directly and honestly
- **handbooks and written policies**
 - current or not reviewed since 1996
 - reflect actual practices that are followed
 - discuss “boundaries” in various ways
 - can’t cover every possible interaction
 - specifics:
 - reporting to state agency
 - social media
 - appropriate communication methods (texting?)
 - reporting and investigating allegations of abuse



“boundaries” and other training

- **best practice**
 - during orientation & throughout the year
 - by experienced trainer
 - interactive discussion
- **no exhaustive list of can and can't do**
 - discuss what is considered “appropriate” and “inappropriate” at OUR school
 - understand how others think as a community
- **perception worse than reality**
- **“monitoring” of colleague (see something say something)**
- **manager training**
 - responding to information
 - signs of grooming
 - creepy factor
- **reporting process**

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parents, guardians & relatives

- **do we “vet” parents, guardians & relatives?**
 - criminal background checks, sex offender registries, Google searches
 - Allow parent on registries to come on campus? Notify community? Allow play dates?
- **responding to signs of bad behavior**
 - suspicion of abuse
 - appearance of being under the influence
 - close relationship with student not his/her child
 - drinking parties and other events at home
- **enrollment contract language related to behavior**
- **visits by adults associated with student**
 - grandparents, estranged parent, step parent
 - permission forms and other documentation of release



other “visitors”

- **who else has access to students**
 - tutors, substitutes, coaches
 - the tae kwan do guy
 - contractors (construction, cleaning services, **food service**, 3rd party international student guardians)
- **vetting performed**
 - same standard as employees
 - review of contracts and agreements
 - establish standards for employees
 - who replaces absent employee
- **access to campus**
 - rooms and locations of service provided
 - tutors given space in school



students

- **duty to enroll safe students**
- **allegations of harassment, sexual abuse and bullying**
 - reporting claims
 - investigation of allegations
 - 24/7 or only at school & during school events
 - communicating acceptable standards of conduct
 - discipline policy and reporting to college
- **vetting students**
 - applications
 - detailed history of education including month/year
 - reason for departure, disciplinary history, allegations of abuse
 - recommendations and communication with
 - “current teacher” & other administrator
- **increased vetting of international students**
- **allowing students to visit campus**
- **clear policies related to social media and use of technology**



review of space, facilities & access

- **review all areas of the campus**
- **areas that allow for students/adults alone**
- **areas of concern:**
 - dorms, locker rooms, doors without windows, stage and changing areas, back stair cases
- **entry to property**
 - security at the door, signing in and out, name tags when on campus
- **cameras**
 - where are they located
 - who monitors the tapes
 - do we maintain the tapes



overnight trips: local and international

- permission forms are only one part of protecting students
- establishing a clear program that establishes process for designing a trip
 - from start to finish
 - make sure every trip follows the guidelines
 - identify points of risk
 - sleeping arrangements
 - background check chaperones
 - vetting of international consultant that is running the trip
 - camping arrangements
 - homestays



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