



Official Policy of Ogden Preparatory Academy

6. Human Resources

6.05.POL Arrest Reporting Policy

Effective/Revision Date: 10/15/2015

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PURPOSE

The purpose of this policy is to comply with the requirements of Utah Administrative Code R277-516-4.

POLICY

The Board of Directors of the School recognizes the importance of receiving information regarding arrests of employees that are not licensed by the Utah State Office of Education in order to assist the School in adequately safeguarding the safety of students.

REQUIRED REPORTS

~~All employees and Board Members (a) All non-USOE licensed employees of the School and (b) volunteers, (c) Board Members, and (d) any School employees who drive a motor vehicle as part of their employment responsibilities~~ must report to the ~~HR Director or Principal~~ **Principal** information regarding the following matters:

- Convictions, including pleas in abeyance and diversion agreements;
- Any matters involving arrests for alleged sex offenses;
- Any matters involving arrests for alleged drug-related offenses;
- Any matters involving arrests for alleged alcohol-related offenses; and
- Any matters involving arrests for alleged offenses against the person under Title 76, Chapter 5 (i.e., assault, battery, etc.).

TIMELINE FOR REPORTS

Current employees of the School must provide the required reports to the **HR Director or Principal** within seven (7) days of receiving notification of this policy from the **HR Director or Principal**. Thereafter, employees of the School must submit required reports to the **HR Director or Principal** within seven (7) days of the event necessitating the report. New employees of the School must report this information prior to commencing work for the School.

PROCEDURE FOR REVIEW OF REPORTS

The **HR Director or** Principal will review and investigate all reports received pursuant to the policy and determine whether any employment action is necessary to protect the safety of students.

The **HR Director or** Principal will maintain the confidentiality of the information submitted and only share such information with individuals who have a legitimate need to know. Information regarding the reports, the results of any investigation, the **HR Director or** Principal's determination and any action taken will be maintained in a separate, confidential employment file. These records will only be kept as long as the Principal determines it is necessary to protect the safety of students.

REQUIRED ACTION

Any individual who reports a matter involving alleged sex offenses or other alleged offenses that may endanger students shall be immediately suspended from all student supervision responsibilities during the period of investigation.

Any individual who reports a matter involving alcohol or drugs shall be immediately suspended from transporting students, operating motor vehicles on school business, or operating or maintaining school vehicles during the period of investigation.

TRAINING

The **OPA AdministrationPrincipal** will ensure that individuals subject to this policy receive appropriate training regarding their arrest reporting obligations.

Document History

Approved: 08/05/2009
Revised: 10/15/2015

Legal References

Utah Administrative Code R277-516-4