

SECTION SIX
SAFE ENVIRONMENT POLICY

SECTION 6.1 GUIDING PRINCIPLES

- 6.1.1 The teaching of the Catholic Church affirms the innate dignity of each human being, created in God's Image and Likeness, and redeemed in the Blood of Christ. In light of this teaching, everyone associated with St. Andrew School bears an obligation to treat all others with respect and dignity.
- 6.1.2 Teachers, staff, volunteers and other adults exercise authority over students enrolled in St. Andrew School. They exercise this authority in a manner that shows that they respect their students. Keeping each student's best interest in mind and heart, they exercise their authority after the pattern of Jesus, who came not to be served, but to serve. See sections 1.1.12, 1.2.14, 1.2.19, 1.2.23 and 1.3 of the Faculty Handbook for additional information concerning this issue.
- 6.1.3 Abusing a student is never a proper exercise of authority over a student. Nor is it tolerable that any teacher, staff, volunteer or other adult should act with or against any student in any manner that is an objective and serious violation of the virtue of chastity.
- 6.1.4 Students are expected to respect teachers, staff, volunteers and other adults. They show this respect by obeying these adults when they are properly exercising their authority. See section 2.3 of the Parent-Student Handbook for additional information concerning this issue.
- 6.1.5 Students are also expected to respect their fellow students. Abusive conduct toward another student is never permitted. Nor is it tolerable that any student should act with or against any other student in any manner that is an objective and serious violation of the virtue of chastity. See also section 2.1.34 and 2.4 of the Parent-Student Handbook for additional standards of conduct for students.

SECTION 6.2 PROHIBITED CONDUCT

- 6.2.1 Sexual abuse means any act with or against a student of St. Andrew School, or with or against any person under the age of 18, whether a student or not, that is an external, objectively grave violation of the Sixth Commandment, including any sexual molestation or exploitation and any other act by which a person uses another person as an object of sexual gratification.
- 6.2.2 It is the Policy of St. Andrew School that the sexual abuse of a student, or of any person under the age of 18, whether a student or not, by faculty, staff, volunteers, other adults is not tolerated.

- 6.2.3 It is the policy of St. Andrew School that sexual abuse of a student or of a person under the age of 18, whether a student or not, by a student is also not tolerated, regardless of whether the offending student is a minor or an adult.

SECTION 6.3 COMPLAINTS AND SANCTIONS

- 6.3.1 Any sexual abuse of any student or of a person under the age of 18, whether a student or not, by a teacher, staff member, volunteer or other adult, or by a student, is to be reported immediately to the Principal. If the complaint is against the Principal, it is reported to the Chairman of the School Board.
- 6.3.2 If, after investigation, the Principal or Chairman concludes that there is reasonable cause to believe the student or person under the age of 18, whether a student or not, has been sexually abused, the Principal or Chairman shall report the matter to the Montana Department of Public Health and Human Services, the School Board, and local law enforcement authorities.
- 6.3.3 In addition to reporting to the Principal or School Board Chairman, a teacher or staff member who has reasonable cause to believe that a student a person under the age of 18, whether a student or not, has been sexually abused will also comply with Montana Code 41-3-201 by reporting the information to the Department of Public Health and Human Services and shall make a report to local law enforcement authorities.
- 6.3.4 A finding that a faculty or staff member has sexually abused a student or any person under the age of 18 whether a student or not is grounds for immediate termination of employment as well as for filing a complaint for criminal prosecution in accordance with Montana law.
- 6.3.5 A finding that a volunteer or other adult has sexually abused a student or any person under the age of 18, whether a student or not, minor is grounds for permanently barring that volunteer or other adult from participation in any School activity or program, as well as for filing a complaint for criminal prosecution in accordance with Montana law.
- 6.3.6 A finding that a student has sexually abused any other student or person under the age of 18, whether a student or not, is grounds for expulsion.
- 6.3.7 A finding that a person has made a sexual abuse allegation the person knew to be false is grounds for the following sanction:
- a. If the person is a faculty or staff member, termination;
 - b. If the person is a student, or the parent of a student, expulsion of the student;
 - c. If the person is a volunteer or other adult associated with St. Andrew School, a bar against participation in any School activity or program.
- 6.3.8 If a complaint is found to be substantiated, but the offense is not severe enough to warrant imposing a sanction permitted under section 6.3.6, 6.3.7, 6.3.8, or 6.3.9, the

School Board may assess a lesser penalty. This lesser penalty may include suspension or loss of pay for an employee, suspension or detention for a student, and, for any offender, required participation in anger management, abuse awareness, or similar programs designed to increase awareness of and sensitivity to issues relating to appropriate relationships with minors.

SECTION 6.4 PREVENTION AND EDUCATION

- 6.4.1 This Safe Environment Handbook will be posted on the St. Andrew School website.
- 6.4.2 A copy of this Safe Environment Handbook will be included with each copy of the Students and Parents Handbook provided to families enrolling in St. Andrew School. By signing the enrollment agreement, each parent or guardian acknowledges receipt of this Safe Environment Handbook. The parent or guardian should discuss these matters with each child in a manner consistent with that child's age and ability to understand.
- 6.4.3 For students in Grades 8 through 12, the home room teacher will, at the start of each semester, remind the students of the principles stated in this Safe Environment Handbook and of each student's right to bring any inappropriate conduct to the attention of the Principal. A student in Grade 8 through 12 will be excused from this discussion, upon written request from the student's parent or guardian.
- 6.4.4 A copy of this Safe Environment Handbook will also be included with each copy of the Faculty Handbook provided to faculty and staff members. By signing the annual contract, a faculty member acknowledges receipt of this Safe Environment Handbook and agrees to be bound by it.
- 6.4.5 All full-time and part-time faculty and staff must complete the Virtus™ program, or a similar program with approval of the Principal, during the first year of employment. Those participating in the Virtus™ program are to keep their online participation current each month.