

## **Appendix C: Faith's Law and Allegations of Sexual Misconduct**

Faith's Law was passed in 2023 to ensure policy and procedures are in place to ensure all school employees adhere to the highest level of professionalism and safety in their interactions with students, and that students, parents, and all staff have access to information regarding procedures for reporting sexual misconduct and the subsequent requirements regarding actions taken and communication throughout the investigative process.

The first step in the process begins prior to hiring any staff member. A deep background check is done with all previous employers to ensure there have been no allegations of sexual misconduct about any prospective employee. The second step in the hiring process is to ensure hired staff have been informed and agreed to an employee code of professional conduct that addresses specific requirements regarding understanding what sexual misconduct is and all mandated reporter requirements.

Another aspect of Faith's Law is ensuring students, parents, family members, and the professional community have access to resources about this important topic. A presentation from ISBE with more information is available at

<https://www.isbe.net/Documents/Faiths-Law-Webinar-Presentation.pdf>

Additional resources can be found at

<https://www.seapco.org/vimages/shared/vnews/stories/64ca5c9d61090/Faith's%20Law.pdf>