

FILE: JOB

MEDFORD AREA PUBLIC SCHOOL DISTRICT

DATE ADOPTED:	April 16, 1998	FILE SECTOR:	STUDENTS
DATE REVISED:	June 19, 2008	POLICY TITLE:	CONFIDENTIALITY/STUDENT
DATE REVISED:	August 20, 2015		INFORMATION DISCLOSURE
DATE REVISED:	August 23, 2021		

Medford Area Public School District has an obligation under both state and federal law to be aware of incidents involving harassment or discrimination where a student's right to a free and appropriate public education may be compromised. In the event that a counselor, teacher, staff member or administrator has knowledge of any harassment or discrimination of a student that in any way affects that student's right to a free appropriate public education, notice of that type of problem must be given to the proper administrator so that the district can take all appropriate and necessary steps to comply with federal and state laws.

The following is a non-inclusive summary of situations which require disclosure:

- Student's condition indicates a clear and imminent danger to themselves or others.
- Information forewarns or discloses potential discrimination on the basis of sex including sexual harassment, sexual orientation, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, physical, mental, emotional or learning disability or any other perceived or inappropriate treatment of a student by others which could signify discrimination or harassment.
- Conditions that may be potentially disruptive or damaging to the school's mission, personnel and/or property.
- Information forewarns or discloses a threat of serious or imminent danger to the health, safety or life of any person.
- Information is required to be reported under Wisconsin's Child Abuse and Neglect Reporting Law.

Information provided under this policy shall be limited to the information reasonably necessary to meet the educational needs of the student and the safety of others.

Above-referenced disclosures are mandatory, and must be reported to a building administrator or their designee as soon as possible, but not later than 24 hours after the staff member becomes aware of the issue. Both staff member and building administrator or their designee should document all incidents.

In relation to items above, any issues involving concern for the immediate health or safety of the school, its students, personnel, property or the counselee or other students or staff, shall be reported immediately, to the building administrator or their designee.

Prior to engaging in counseling, students must be made aware of the staff members' responsibility to disclose the above-referenced issues. This requirement will be made known to students by the individual professional and/or in the approved student handbook.

This does **not** absolve any school employee from their legal responsibility as an immediate reporter of suspected abuse and neglect.

CROSS REFERENCE: IJ, JB, JBA, JHG, JHH, & JHI
LEGAL REFERENCE: 48.981(2), 48.981(3)(c), 118.13(4), 118.126, 118.128, 885.205, Wis. Stats., 64 Op. Att'y Gen. 82 (1975). Ethical Standards for School Counselors, Section A.10, Section D2. and 118.13, Section D, ASCA Standards