

PERSONNEL**Prohibition of Referral or Assistance**

In accordance with Michigan statute, a school official, board member, or employee of the Okemos Public Schools shall not refer a student for an abortion or assist a student in obtaining an abortion. This prohibition does not apply to a person who is the parent/legal guardian of that student.

If a parent or legal guardian of a student enrolled in Okemos Public Schools believes that an Okemos Public Schools official, board member or employee has violated this policy, he or she may file a complaint with the superintendent/or designee, who will investigate the complaint and, within 30 days after the date of the complaint, provide a written report of his or her finding to the complainant and to the superintendent of public instruction in accordance with State law.

If a violation is substantiated, the superintendent or designee, or the board will discipline that person in accordance with board policy and any applicable collective bargaining agreement or employment contract. The superintendent or designee will take corrective action to ensure that there is no further violation.

Legal References:
M.C.L. 388.1766

POLICY

Adopted: February 24, 2020

Amended:

Reviewed:

Definition

For purposes of this policy, referral or assistance for abortion shall be defined as any of the following:

- distributing a list of medical providers to students who inquire about an abortion
- assisting the student with making an appointment with a medical provider in regards to an abortion
- assisting in transporting the student to or from an abortion
- attending an abortion with the student

Should the immediate welfare or health of the student be at risk, calling 911 for emergency medical care and supporting the student during an active medical emergency is not considered to be referral or assistance.

This policy does not absolve staff of reporting potential child abuse or neglect to Child Protective Services, as required by the Michigan Child Protection Law (Act 238) of 1975.

Staff Response

Should a student inquire regarding referral or assistance for abortion, staff will:

- communicate that the discussion between a staff member and student regarding referral or assistance for abortion is not permissible, and
- refer the student to the school counselor or social worker for follow up.

School counselors and social workers shall approach a situation where a student inquires as to referral or assistance for abortion in a manner that:

- encourages the student to share information with a parent or guardian, and
- provides the student with support in facilitating the aforementioned conversation, and
- supports the student with navigating the school environment.

Complaint Procedure

The superintendent or designee will utilize procedures described in the Teacher Discipline Policy 4117 or the current negotiated agreement, if applicable, to conduct an investigation as appropriate to the situation, which shall include providing the employee with reasonable notice and the opportunity to respond.

Regulations: February, 2020