The Superintendent shall develop and publish a plan for addressing sexual abuse, sex trafficking, and other maltreatment of children as required by Texas Education Code 38.0041. Such plan shall include:

1. Methods for increasing staff, student, and parent awareness of issues regarding sexual abuse, sex trafficking, and other maltreatment of children, including prevention techniques and knowledge of likely warning signs indicating that a child may be a victim of sexual abuse, sex trafficking, or other maltreatment, using resources developed by the Texas Education Agency ("TEA");
2. Actions that a child who is a victim of sexual abuse, sex trafficking, or other maltreatment should take to obtain assistance and intervention; and
3. Available counseling options for students affected by sexual abuse, sex trafficking, or other maltreatment.

Midland Academy Charter shall provide employee training concerning prevention techniques for and recognition of sexual abuse, sex trafficking, and all other maltreatment of children, including the sexual abuse, sex trafficking, and other maltreatment of children with significant cognitive disabilities. The training:

1. Must be provided, as part of a new employee orientation, to new Midland Academy Charter employees, including counselors and coaches, and other professional staff members according to a schedule adopted by the TEA until all employees have taken the training; and
2. Must include training concerning:
   a. Factors indicating a child is at risk for sexual abuse, sex trafficking, or other maltreatment;
   b. Likely warning signs indicating a child may be a victim of sexual abuse, sex trafficking, or other maltreatment;
   c. Internal procedures for seeking assistance for a child who is at risk for sexual abuse, sex trafficking, or other maltreatment, including referral to a school counselor, a social worker, or another mental health professional;
   d. Techniques for reducing a child's risk of sexual abuse, sex trafficking, or other maltreatment; and
   e. Community organizations that have relevant existing research-based programs that are able to provide training or other education for school district or open-enrollment charter school staff members, students, and parents.

Midland Academy Charter shall maintain records that include the name of each staff member who participated in the training.

If the Superintendent or designee determines that Midland Academy Charter does not have sufficient resources to provide the training required under this policy, Midland Academy Charter

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shall work in conjunction with a community organization to provide the training at no cost to Midland Academy Charter.

Education Code 38.0041.

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