



WEIMAR ISD

District Confidentiality for Staff Reporting Threats Policy

1.0 Purpose and Scope

A. Purpose

The purpose of this policy is to ensure that all employees understand the district's procedures for reporting threats or concerning behaviors, the protections provided for good faith reports, and the limits of confidentiality under federal and state law.

B. Scope & Legal Requirement

The Texas Education Code - Ch. 37.1151 - mandates that each public school establish a clear procedure for a student to report concerning behavior exhibited by another student for assessment by the school behavioral threat assessment team or other appropriate school employee.

Districts must also protect the identity of a district employee who reports a potential threat to the threat assessment team if the employee desires to keep their identity confidential.

This policy aligns with:

- The Family Educational Rights and Privacy Act (FERPA), which governs the release of student educational records, and
- Applicable state laws protecting individuals who report threats or suspected abuse in good faith.

2.0 Reporting Responsibilities

- A. All Weimar ISD employees are expected to promptly report any threats, safety concerns, or behaviors that could pose a risk to students or staff. Reports should be made to a campus administrator, counselor, or directly to the district's threat assessment team.

3.0 Confidentiality of Reports

- A. Employees who report a potential threat may request confidentiality. The district will protect the reporting employee's identity from public disclosure to the fullest extent allowed by law.

However, confidentiality is not absolute. The employee's identity may be shared with:

- The district's threat assessment team
- District administrators responsible for safety and investigation
- Law enforcement or other appropriate agencies

This disclosure occurs only when necessary to investigate the concern and ensure campus safety.

- B. Employees who report threats or safety concerns in good faith are protected from retaliation or disciplinary action. Failure to report, or an unnecessary delay in reporting, may result in disciplinary action.

4.0 Internal Records

- A. The district must maintain internal records of all reports, including the name of the employee who made the report. These records are confidential and are not available to the public.