

SENATE BILL 685

F1, O4

6lr1651
CF HB 1168

By: **Senator Gile**

Introduced and read first time: February 6, 2026

Assigned to: Education, Energy, and the Environment

Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: March 2, 2026

CHAPTER _____

1 AN ACT concerning

2 ~~Local School Systems~~ **State Department of Education – Sexual Abuse and**
3 ~~Sexual Misconduct – Misconduct Model Response Policy and After Action~~
4 ~~Review – Requirements~~

5 FOR the purpose of requiring the State Department of Education to develop a model sexual
6 abuse and sexual misconduct response policy that includes, at minimum, certain
7 components; requiring each local school system to adopt a certain response policy;
8 ~~provide certain notices in a certain manner, and conduct a certain after action~~
9 ~~review under certain circumstances~~ and post a certain link on its website; and
10 generally relating to sexual abuse and sexual misconduct response policies.

11 BY adding to
12 Article – Education
13 Section 4–148
14 Annotated Code of Maryland
15 (2025 Replacement Volume and 2025 Supplement)

16 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
17 That the Laws of Maryland read as follows:

18 **Article – Education**
19 **4–148.**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 (A) ~~(1) IN THIS SECTION, THE FOLLOWING TERMS HAVE THE MEANINGS~~
 2 ~~INDICATED.~~

3 ~~(2) "CREDIBLE ALLEGATION" MEANS A SPECIFIC AND PLAUSIBLE~~
 4 ~~REPORT OF SEXUAL MISCONDUCT OR SEXUAL ABUSE, MADE BY A PERSON WITH~~
 5 ~~APPARENT KNOWLEDGE, BY A SCHOOL EMPLOYEE OR CONTRACTOR OR VOLUNTEER~~
 6 ~~THAT IS SUFFICIENT TO WARRANT TEMPORARY PROTECTIVE ACTION BY THE LOCAL~~
 7 ~~SCHOOL SYSTEM.~~

8 ~~(3) "RESPONSE RESPONSE POLICY" MEANS A SEXUAL ABUSE AND~~
 9 ~~MISCONDUCT RESPONSE POLICY.~~

10 ~~(4) "SERIOUS INCIDENT" MEANS AN EVENT THAT POSES A~~
 11 ~~SUBSTANTIAL THREAT TO A STUDENT OR STAFF MEMBER'S SAFETY OR SCHOOL~~
 12 ~~ENVIRONMENT AND REQUIRES IMMEDIATE ADMINISTRATIVE OR~~
 13 ~~LAW ENFORCEMENT RESPONSE, INCLUDING:~~

14 ~~(I) CREDIBLE ALLEGATIONS OF SEXUAL MISCONDUCT OR~~
 15 ~~SEXUAL ABUSE THAT RESULT IN REMOVAL FROM STUDENT CONTACT FOR MORE~~
 16 ~~THAN 10 DAYS;~~

17 ~~(II) PHYSICAL ASSAULT;~~

18 ~~(III) OFFENSES INVOLVING A WEAPON;~~

19 ~~(IV) THREATS OF VIOLENCE;~~

20 ~~(V) CHILD ABUSE OR NEGLECT;~~

21 ~~(VI) EVENTS THAT REQUIRE EMERGENCY RESPONSE; AND~~

22 ~~(VII) ANY OTHER INCIDENT DESIGNATED BY THE LOCAL SCHOOL~~
 23 ~~SYSTEM AS REQUIRING A FORMAL AFTER-ACTION REVIEW.~~

24 (B) (1) THE DEPARTMENT SHALL DEVELOP A MODEL SEXUAL ABUSE AND
 25 MISCONDUCT RESPONSE POLICY FOR USE BY LOCAL SCHOOL SYSTEMS TO RESPOND
 26 TO ~~CREDIBLE~~ SCHOOL-RELATED ALLEGATIONS OF SEXUAL ABUSE AND SEXUAL
 27 MISCONDUCT.

28 (2) THE MODEL RESPONSE POLICY DEVELOPED UNDER PARAGRAPH
 29 (1) OF THIS SUBSECTION SHALL, AT MINIMUM, INCLUDE THE FOLLOWING
 30 COMPONENTS:

- 1 (I) A COMMUNICATIONS PLAN;
- 2 (II) AN E-MAIL AND ELECTRONIC DOCUMENTS RETENTION
3 POLICY;
- 4 (III) A REQUIREMENT TO LINK TO A CENTRALIZED RESOURCE
5 PLATFORM; AND
- 6 (IV) AN AFTER-ACTION REVIEW PLAN.
- 7 ~~(I) A REQUIREMENT THAT A PARENT OR GUARDIAN RECEIVE~~
8 ~~PROMPT NOTIFICATION THAT THE STUDENT HAS MADE A CREDIBLE ALLEGATION OF~~
9 ~~A SERIOUS INCIDENT;~~
- 10 ~~(II) A COMMUNICATIONS PLAN THAT PROVIDES LOCAL SCHOOL~~
11 ~~SYSTEMS WITH THE INFORMATION AUTHORIZED TO BE SHARED WITH THE PUBLIC~~
12 ~~AT EACH STAGE OF THE RESPONSE PROCESS;~~
- 13 ~~(III) A REQUIREMENT THAT, SUBJECT TO SUBSECTION (E) OF~~
14 ~~THIS SECTION, NOTIFICATION OF AN ALLEGATION OF CHILD ABUSE BY AN~~
15 ~~EMPLOYEE OF THE LOCAL SCHOOL SYSTEM BE PROVIDED TO THE CHILD'S PARENT~~
16 ~~OR GUARDIAN AS SOON AS POSSIBLE AND NOT LATER THAN WITHIN 3 SCHOOL DAYS;~~
17 ~~AND~~
- 18 ~~(IV) RECORD RETENTION REQUIREMENTS AND GUIDELINES~~
19 ~~DEVELOPED IN COLLABORATION WITH THE STATE ARCHIVES, INCLUDING:~~
- 20 ~~1. A REQUIREMENT THAT ALL E-MAIL AND ELECTRONIC~~
21 ~~RECORDS REGARDING A CREDIBLE ALLEGATION OF SEXUAL ABUSE OR SEXUAL~~
22 ~~MISCONDUCT BY AN EMPLOYEE OF THE LOCAL SCHOOL SYSTEM BE RETAINED BY~~
23 ~~THE LOCAL SCHOOL SYSTEM FOR A MINIMUM OF 3 YEARS;~~
- 24 ~~2. PROCEDURES FOR THE MAINTENANCE, SECURITY,~~
25 ~~AND TRANSFER OF RECORDS; AND~~
- 26 ~~3. GUIDELINES REGARDING RETAINING RECORDS FOR~~
27 ~~CRIMINAL, CIVIL, OR ADMINISTRATIVE INVESTIGATIONS.~~
- 28 (C) (1) THE COMPONENTS OF THE MODEL RESPONSE POLICY
29 DEVELOPED UNDER SUBSECTION (B) OF THIS SECTION SHALL INCLUDE THE
30 INFORMATION REQUIRED AND BE DEVELOPED IN COLLABORATION WITH THE
31 ENTITIES DESCRIBED IN THIS SUBSECTION.
- 32 (2) THE COMMUNICATIONS PLAN SHALL:

1 (I) INCLUDE BEST PRACTICES FOR PROVIDING TIMELY,
2 RELEVANT, AND APPROPRIATE INFORMATION THROUGH NOTIFICATION AND
3 RESPONSES TO PARENTS OF AFFECTED STUDENTS AND COMMUNITY
4 STAKEHOLDERS AND LOCAL SCHOOL SYSTEM CONTACT INFORMATION; AND

5 (II) BE DEVELOPED IN COLLABORATION WITH LOCAL SCHOOL
6 SYSTEMS, THE DEPARTMENT OF HUMAN SERVICES, THE PUBLIC SCHOOL
7 SUPERINTENDENTS' ASSOCIATION OF MARYLAND, THE MARYLAND ASSOCIATION
8 OF BOARDS OF EDUCATION, EMPLOYEE ORGANIZATIONS, LAW ENFORCEMENT
9 AGENCIES, AND ANY OTHER RELEVANT ENTITY DETERMINED BY THE DEPARTMENT.

10 (3) THE E-MAIL AND ELECTRONIC DOCUMENTS RETENTION POLICY
11 SHALL INCLUDE REQUIREMENTS FOR THE RETENTION AND MAINTENANCE OF A
12 LOCAL SCHOOL SYSTEM'S E-MAILS AND ELECTRONIC DOCUMENTS FOR A MINIMUM
13 OF 1 YEAR.

14 (4) (I) THE DEPARTMENT AND THE MARYLAND CENTER FOR
15 SCHOOL SAFETY JOINTLY SHALL DEVELOP AND MAINTAIN A CENTRALIZED,
16 STATEWIDE RESOURCE PLATFORM THAT INCLUDES INFORMATION AND PROVIDES
17 LINKS TO RESOURCES REGARDING CHILD SEXUAL ABUSE AND SEXUAL MISCONDUCT
18 IN A SCHOOL ENVIRONMENT, INCLUDING:

19 1. IDENTIFYING SIGNS AND WARNING INDICATORS OF
20 CHILD SEXUAL ABUSE AND SEXUAL MISCONDUCT;

21 2. PROCEDURES FOR REPORTING INCIDENTS OF CHILD
22 SEXUAL ABUSE OR SEXUAL MISCONDUCT;

23 3. TRAUMA-INFORMED GUIDANCE FOR HOW PARENTS
24 CAN HAVE CONVERSATIONS WITH THEIR CHILD; AND

25 4. LINKS TO RAPE CRISIS CENTERS CERTIFIED UNDER §
26 11-923 OF THE CRIMINAL PROCEDURE ARTICLE AND CHILD ADVOCACY CENTERS
27 ESTABLISHED UNDER § 13-2201 OF THE HEALTH - GENERAL ARTICLE.

28 (II) THE DEPARTMENT AND THE MARYLAND CENTER FOR
29 SCHOOL SAFETY SHALL COLLABORATE WITH THE DEPARTMENT OF HUMAN
30 SERVICES, THE MARYLAND DEPARTMENT OF HEALTH, AND THE ENTITY
31 RESPONSIBLE FOR CERTIFYING SEXUAL ASSAULT PROGRAMS UNDER § 11-923 OF
32 THE CRIMINAL PROCEDURE ARTICLE IN THE DEVELOPMENT OF THE RESOURCE
33 PLATFORM UNDER SUBPARAGRAPH (I) OF THIS PARAGRAPH.

1 **(5) (I) THE DEPARTMENT AND THE MARYLAND CENTER FOR**
2 **SCHOOL SAFETY JOINTLY SHALL DEVELOP THE AFTER-ACTION REVIEW PLAN**
3 **REQUIRING A LOCAL SCHOOL SYSTEM TO CONDUCT A STRUCTURED,**
4 **COLLABORATIVE DEBRIEFING PROCESS TO IDENTIFY, ASSESS, EVALUATE, AND**
5 **RESOLVE ISSUES IN THE ACTIONS TAKEN BY ALL ENTITIES INVOLVED IN A**
6 **SCHOOL-RELATED CASE OF SEXUAL ABUSE AND SEXUAL MISCONDUCT TO IMPROVE**
7 **FUTURE PERFORMANCE.**

8 **(II) THE AFTER-ACTION REVIEW PLAN SHALL INCLUDE:**

9 **1. IDENTIFICATION OF THE ENTITIES INVOLVED IN AN**
10 **INVESTIGATION THAT MUST BE INCLUDED IN THE AFTER-ACTION REVIEW**
11 **CONDUCTED BY THE LOCAL SCHOOL SYSTEM;**

12 **2. THE STANDARDS AND PROCEDURES FOR**
13 **DETERMINING WHICH INCIDENTS REQUIRE AN AFTER-ACTION REVIEW;**

14 **3. A REQUIREMENT THAT THE AFTER-ACTION REVIEW**
15 **BE CONDUCTED WITHIN A REASONABLE TIME AFTER THE CONCLUSION OF THE CASE**
16 **TO ENSURE TIMELY RESOLUTION OF IDENTIFIED ISSUES; AND**

17 **4. METHODS FOR ENSURING LOCAL SCHOOL SYSTEM**
18 **ACCOUNTABILITY AFTER AN AFTER-ACTION REVIEW HAS BEEN CONDUCTED AND**
19 **ISSUES REQUIRING RESOLUTION HAVE BEEN IDENTIFIED.**

20 **(D) (1) ON OR BEFORE ~~JULY~~ SEPTEMBER 1, 2027, EACH LOCAL**
21 **SCHOOL SYSTEM SHALL ADOPT A RESPONSE POLICY BASED ON THE MODEL POLICY**
22 **DEVELOPED BY THE DEPARTMENT UNDER SUBSECTION (B) OF THIS SECTION.**

23 **(2) EACH LOCAL SCHOOL SYSTEM SHALL POST IN A CONSPICUOUS**
24 **PLACE ON ITS WEBSITE A LINK TO THE CENTRALIZED RESOURCE PLATFORM**
25 **DEVELOPED UNDER SUBSECTION (C) OF THIS SECTION.**

26 ~~**(D) EACH LOCAL SCHOOL SYSTEM SHALL ESTABLISH A TIME STAMPED**~~
27 ~~**WEBPAGE ON ITS WEBSITE REGARDING A SERIOUS INCIDENT THAT:**~~

28 ~~**(1) CONFIRMS THE NATURE OF THE INCIDENT;**~~

29 ~~**(2) PROVIDES NONIDENTIFYING INFORMATION ABOUT THE STATUS**~~
30 ~~**OF THE ONGOING INVESTIGATION;**~~

31 ~~**(3) PROVIDES LINKS TO RELEVANT RESOURCES FOR PARENTS AND**~~
32 ~~**GUARDIANS FOR COUNSELING AND SUPPORT RESOURCES;**~~

1 ~~(4) PROVIDES AN UPDATE WHEN THERE IS A MATERIAL CHANGE,~~
2 ~~INCLUDING THE CONCLUSION OF THE INVESTIGATION OR AN ONGOING CRIMINAL~~
3 ~~CASE; AND~~

4 ~~(5) CONTAINS SUPPORTING AND NONINVESTIGATIVE INFORMATION~~
5 ~~ONLY.~~

6 ~~(E) A LAW ENFORCEMENT AGENCY OR A CHILD PROTECTIVE SERVICES UNIT~~
7 ~~MAY REQUEST THAT CERTAIN DETAILS OF A SERIOUS INCIDENT BE WITHHELD FROM~~
8 ~~THE PUBLIC OR THAT PUBLIC COMMUNICATION BE DELAYED.~~

9 ~~(F) (1) A LOCAL SCHOOL SYSTEM SHALL NOTIFY PARENTS AND~~
10 ~~GUARDIANS THAT THE LOCAL SCHOOL SYSTEM HAS RECEIVED A CREDIBLE~~
11 ~~ALLEGATION AS SOON AS FEASIBLE AFTER THE LOCAL SCHOOL SYSTEM IS MADE~~
12 ~~AWARE OF THE CREDIBLE ALLEGATION.~~

13 ~~(2) THE NOTICE REQUIRED UNDER PARAGRAPH (1) OF THIS~~
14 ~~SUBSECTION SHALL:~~

15 ~~(I) CONFIRM THAT A CREDIBLE ALLEGATION WAS RECEIVED;~~

16 ~~(II) INDICATE WHETHER THE EMPLOYEE WAS REMOVED FROM~~
17 ~~STUDENT CONTACT;~~

18 ~~(III) DESCRIBE THE SAFETY PRECAUTIONS BEING TAKEN BY THE~~
19 ~~LOCAL SCHOOL SYSTEM; AND~~

20 ~~(IV) LIST REFERRALS TO AVAILABLE COUNSELING AND~~
21 ~~SUPPORT RESOURCES, IF ANY.~~

22 ~~(3) A LOCAL SCHOOL SYSTEM MAY NOT DISCLOSE THE NAME OF THE~~
23 ~~EMPLOYEE UNDER INVESTIGATION IN THE NOTICE SENT TO PARENTS AND~~
24 ~~GUARDIANS UNDER THIS SUBSECTION.~~

25 ~~(G) (1) ON THE CONCLUSION OF A CHILD SEXUAL ABUSE OR SEXUAL~~
26 ~~MISCONDUCT CASE OR A SERIOUS INCIDENT, A LOCAL SCHOOL SYSTEM SHALL~~
27 ~~CONDUCT AN AFTER-ACTION REVIEW WITHIN 45 DAYS OF THE CONCLUSION OF THE~~
28 ~~INCIDENT TO:~~

29 ~~(I) ANALYZE HOW THE INCIDENT OCCURRED;~~

30 ~~(II) IDENTIFY SYSTEMIC AND ENVIRONMENTAL CONDITIONS~~
31 ~~THAT CONTRIBUTED TO THE INCIDENT;~~

1 ~~(III) IDENTIFY GAPS IN PROCEDURES, COMMUNICATION,~~
2 ~~SUPERVISION, OR CULTURE;~~

3 ~~(IV) EVALUATE THE TIMELINESS OF PARENT AND GUARDIAN~~
4 ~~NOTIFICATION;~~

5 ~~(V) EXAMINE COORDINATION WITH LAW ENFORCEMENT AND~~
6 ~~CHILD PROTECTIVE SERVICES;~~

7 ~~(VI) EVALUATE COMPLIANCE WITH TRANSPARENCY~~
8 ~~REQUIREMENTS; AND~~

9 ~~(VII) IDENTIFY AREAS FOR PROCESS IMPROVEMENTS.~~

10 ~~(2) A WRITTEN REDACTED REPORT OF THE FINDINGS OF THE~~
11 ~~AFTER ACTION REVIEW CONDUCTED UNDER PARAGRAPH (1) OF THIS SUBSECTION~~
12 ~~MAY BE PROVIDED TO THE STATE BOARD AND THE STATE SUPERINTENDENT.~~

13 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
14 1, 2026.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.