

Faith's Law

Faith's Law expands the criminal definition of grooming to include conduct outside of solely online or technology-based conduct. It additionally clarifies that grooming behaviors are a part of conduct which mandated reporters are required to report under the Abused and Neglected Child Reporting Act.

Faith's Law requires that by July 1, 2022, Districts should have developed an employee code of conduct policy and posted it on its website and in any student, parent, or staff handbook provided by the District.

The employee code of conduct, at a minimum, must include:

1. The definition of "sexual misconduct" from the statute;
2. An incorporation of the Code of Ethics for Illinois Educators;
3. References to employee reporting requirements under the Abused and Neglected Child Reporting Act and Title IX;
4. References to required training on child abuse and employee ethics under state and federal law;
5. Expectations for maintaining professional relationships and boundaries generally, and then in three specific circumstances:
 - Transporting a student,
 - Taking or possessing a photo or video of a student
 - Meeting with a student or contacting a student outside of the employee's or agent's professional role.