**Competencies**

K2 Knowledge and understanding of the Americans with Disabilities Act (ADA), Individuals with Disabilities Education Act (IDEA), confidentiality, vulnerable adult status, and mandated reporter responsibilities.

K5 Knowledge of the child labor laws, Occupational Safety and Health Administration (OSHA), safety, harassment issues, material handling, and Minnesota Employee Worker Rights.

S12 Ability to recognize emergency situations and implement appropriate procedures.

---

**Concept to Practice**

**Keeping Student Information Private**

(Lesson 5)

Read the following scenario and answer the questions that follow.

**Scenario**

Imagine you are a job coach for Tom, a student receiving special education services for an Emotional Behavioral Disorder. Tom has a history of losing jobs for a variety of reasons, including absenteeism, talking back to his supervisor, and theft. However, Tom is excelling at his current job.

Tom’s current supervisor asks you why you need to be at the work site with Tom. Based on what you have learned about the need to respect students’ privacy, think about how you would respond to the supervisor’s question.

**Questions**

a. What personal information do you know about Tom?
b. What information does Tom’s supervisor need to know to ensure his safety and success at the work site?

c. What response would you provide to the supervisor’s question?

d. Why do you think this is the appropriate response?

e. What would be an inappropriate response? Why would it be inappropriate?