



Child Abuse-Neglect Reporting by Education Personnel Policy

Moab Charter School supports early intervention in the child abuse-abuser cycle and also supports taking early protective measures to prevent that cycle. The daily contact of education personnel with children places them in a unique and ideal position for identifying and referring suspected cases of abuse or neglect.

Any school employee who knows or reasonably believes that a child has been neglected, or physically or sexually abused, shall immediately notify the Department of Child and Family Services (DCFS). The school employee shall also notify the Director. However, such a report to the Director does not satisfy the employee's personal duty to report the suspected? abuse or neglect to law enforcement or DCFS.

Moab Charter School shall cooperate with social services and law enforcement agency employees authorized to investigate charges of child abuse and neglect. Moab Charter School shall also ensure the anonymity of those reporting or investigating child abuse or neglect in a manner required by Section 62A-4a-412.

1. Board Policy

- a. The Board recognizes that Utah law requires the reporting of child abuse and neglect by any person who has reason to believe that a child has been abused or neglected. To implement this law, the Board authorizes the Director to develop procedures for school employees to carry out the intent of the law.

2. Director Policy

- a. The Director recognizes that in order to fully implement the law on reporting child abuse and neglect, school personnel must be fully informed and made aware of their responsibilities in this area. Therefore, the Director shall cause that any school employee who knows or reasonably suspects that a child's health or welfare has been or appears to have been harmed as a result of abuse and neglect shall report and cause reports to be made in accordance with the procedures related to this policy.
- b. The Director shall provide to all professional employees annual training on the subject of identifying and reporting children suspected of being abused or neglected.
- c. The Director shall distribute annually to all school employees copies of this policy and the Child Abuse-Neglect reporting Form

3. Guidelines

- a. If a school employee knows or reasonably suspects that a child 17 years old or younger is being abused or neglected, the employee shall immediately make an oral report to the Director. (This policy is mandated by the State Attorney General.) The employee shall also call by telephone to the Department of Child and Family Services to report the suspected abuse or neglect. Correlation with the Director should be made to contact the same agency and person in reporting the abuse or neglect. Both the Director and the employee must make immediate contact to report the suspected abuse or neglect.



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- b. [To support the question of abuse and neglect, professional school employees may (but are not required to) gather information by interviewing the child.]
- c. If, after conducting the interview, it is determined that the child is in need of immediate medical attention, the School's procedure for dealing with injuries or illness shall be followed. However, contact with the parent or guardian for purposes of determining the cause of the injury shall be avoided.
- d. If the information gathered from interviewing the child supports suspected child abuse or neglect:
 - i. The Director shall immediately report the case by telephone to the Department of Child and Family Services.
- e. It is not the responsibility of the school employee to:
 - i. Prove that the child has been abused or neglected, or
 - ii. Determine whether the child is in need of protection.
- f. School employees shall not make contact with the child's family or other persons (relatives, friends, neighbors, etc.) for the purpose of determining the cause of the injury and/or apparent neglect.
- g. School employees are immune from any civil and/or criminal liability when reporting in good faith suspected child abuse or neglect. (§ 78-3a-20.10, Utah Code Annotated 1953, as enacted in 1978)
- h. Any school employee who willfully fails to report a case of suspected child abuse or neglect may face legal and/or disciplinary action up to and including termination of employment (§ 78-2a-19, Utah Code Annotated 1953, as enacted in 1978)