



## Endeavor Hall

# Child Abuse-Neglect Reporting Policy

**I. Purpose:** The Endeavor Hall (EH) Board of Trustees and School Staff are committed to the safety of children and students.

**II. Policy/Directive:** 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. This ensures the timely reporting of child abuse and child neglect to appropriate agencies. **(Utah Code 62A-4a-403 and Utah Admin Rule 277-401)**

### III. Definitions

While definitions of child abuse vary from State to State, the following definitions adequately cover the different forms of child abuse:

**a. Physical.** A non-accidental physical injury as a result of punching, beating, kicking, biting, shaking, throwing, stabbing, choking, hitting, burning or otherwise harming a child, that is inflicted by a parent, caregiver or other person who has responsibility for the child. Such injury is considered abuse regardless of whether the caregiver intended to hurt the child.

**b. Sexual.** Abuse that includes any sexual act performed with a child by an adult or older child, with or without force or threat of force. Acts including, but not limited to verbal seduction or abuse, anal or vaginal intercourse, oral sex, sodomy, manual stimulation, direct threats, implied threats or other forms of abuse.

**c. Emotional.** A pattern of behavior that impairs a child's emotional development or sense of self-worth. This form of abuse is almost always present when other forms of abuse are identified. It may include constant criticism, threats or rejection, as well as withholding love, support or guidance. Emotional abuse is often difficult to prove and, therefore, Child Protective services may not be able to intervene without clear evidence of harm to the child.

**d. Psychological.** This is a pattern of behavior that affects a child's sense of worth by communicating to the child that he or she is not worthy, loved or important. Psychological abuse may include harsh demands, constant criticism, threats and yelling. Witnessing other violent incidents such as, domestic violence or school violence

is also a form of psychological abuse due to the intense fear it produces and the indirect threat to a child's safety.

**e. Neglect.** Neglect is the leading form of child abuse in the United States and occurs when a caretaker fails to provide for a child's basic needs, which include adequate food, clothing, shelter, education, supervision, medical care or safekeeping. As a result of such treatment, the child's physical, mental, or emotional development can be impaired.

#### **IV. Administrative Policy**

1. EH Board and Administration recognizes that in order to implement the law on reporting of child abuse and neglect, staff must be fully informed and made aware of their responsibilities in this area. Therefore, the Administration 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 in this policy.
2. The Administration shall provide to school employees annual training on the subject of identifying and reporting children suspected of being abused or neglected.
3. The Administration shall post the LEA procedures for reporting suspected child abuse or neglect and the LEA's Report of Child Abuse-Neglect form (available in Admin Office).
4. If a school employee knows or reasonably suspects that a child is being abused or neglected, the employee shall immediately make an oral report to the school principal or his/her designee. Together, the principal or his/her designee and the employee must make immediate contact with the nearest peace officer, local law enforcement agency, or Division of Family and Child Services (DCFS) to report the suspected abuse or neglect.
5. Within 24 hours after making the oral report to the school principal and reporting the suspected abuse or neglect to local law enforcement agency, the school employee initiating the report shall complete and give to the principal or designee the LEA's Report of Child Abuse-Neglect form available from Admin Office.
6. Upon receiving the Report of Child Abuse-Neglect form, the principal or designee shall:  
Place one copy of the Report of Child Abuse-Neglect form in a confidential file to be maintained by the principal or designee. The Report of Child Abuse-Neglect form shall not be placed in the child's personal file.
7. It is not the responsibility of the school employee to: (1) prove that the child has been abused or neglected, or (2) determine whether the child is in need of protection.
8. 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 possible neglect.

9. School employees are immune from any civil and/or criminal liability **when reporting in good** faith suspected child abuse or neglect. (**Utah Admin Rule R277-401-3**)
10. LEA policies shall ensure that the anonymity of those reporting or participating in the investigation of the alleged child abuse or neglect is preserved in a manner required by (**Utah Code §62A-4a-412**)
11. Any school employee who willfully fails to report a case of suspected child abuse or neglect, may face legal and/or disciplinary action. (**Utah Code §62A-4a-411** Annotated 1953, as enacted in 1978)