



ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

5306 CHILD ABUSE AND NEGLECT REPORTING

Purpose

Entheos Academy recognizes that Utah law requires any person who has reason to believe that a child has been subjected to abuse or neglect to immediately report the suspected abuse or neglect to the appropriate authorities. This policy is adopted in accordance with Utah Code and Utah Administrative Rule R277-41, Child Abuse-Neglect Reporting by Education Personnel, to ensure that all employees understand and fulfill their legal responsibilities regarding child abuse and neglect reporting.

Administration Policy

I. Entheos Academy shall ensure that all employees are informed of their responsibilities under state law regarding the identification and reporting of suspected child abuse or neglect.

II. Any Entheos Academy employee who knows of or reasonably suspects that a child has been abused or neglected shall immediately make a report to the Utah Division of Child and Family Services (DCFS), law enforcement, or through the Utah child abuse reporting hotline in accordance with Utah law and this policy.

III. The responsibility to report suspected abuse or neglect rests with the individual employee who has knowledge of or reasonable cause to suspect abuse or neglect. Reporting to a Director, supervisor, counselor, or another employee does not satisfy the employee's personal legal obligation to report.

IV. Entheos Academy shall provide annual training to all employees regarding:

- A. Recognition of child abuse and neglect;
- B. Legal requirements for mandatory reporting;
- C. Procedures for reporting suspected abuse or neglect;

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- D. Prohibitions against retaliation for making good-faith reports; and
 - E. Appropriate interactions with students in suspected abuse or neglect situations.
- V. Entheos Academy shall annually distribute this policy and any associated reporting procedures or forms to all employees.

Guidelines

- VI. If a school employee knows or reasonably suspects that a child age 17 or younger has been abused or neglected, the employee shall immediately make a report to:
- A. The Utah Division of Child and Family Services (DCFS);
 - B. Local law enforcement; or
 - C. The Utah child abuse reporting hotline.
- VII. The employee shall also notify the Director or designee that a report has been made. Notification to the Director or designee does not replace the employee's legal duty to personally make the report.
- VIII. Employees may gather limited information necessary to determine whether there is reasonable suspicion of abuse or neglect. Employees shall not conduct investigations or attempt to prove abuse or neglect occurred.
- IX. If a child appears to require immediate medical attention, school personnel shall follow the school's emergency medical procedures. Employees shall avoid questioning parents or guardians regarding the suspected cause of injuries or neglect.
- X. School employees shall not contact the child's family members, relatives, friends, neighbors, or other individuals for the purpose of investigating or determining the cause of suspected abuse or neglect.
- XI. Within 24 hours of making an oral report, the employee shall complete the School's Child Abuse-Neglect Reporting Form and provide it to the Director or designee for recordkeeping purposes.
- XII. The Director or designee shall:
- A. Maintain reports of suspected child abuse or neglect in a secure and confidential file separate from the student's cumulative educational record; and
 - B. Cooperate with DCFS, law enforcement, and other authorized agencies as permitted by law.
- XIII. Employees who report suspected abuse or neglect in good faith are immune from civil and criminal liability as provided by Utah law.

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XIV. Entheos Academy prohibits retaliation against any employee who makes a good-faith report of suspected child abuse or neglect or who participates in an investigation related to a report.

XV. Any employee who knowingly fails to report suspected child abuse or neglect as required by law may be subject to disciplinary action, up to and including termination of employment, and may also be subject to criminal penalties under Utah law.