

## **Child Abuse or Neglect Reporting Policy**

The Board of Directors will cooperate with the identification and reporting of suspected cases of child abuse or neglect in accordance with the law.

Pursuant to Ohio law, every board member and staff member at the school, who knows or has reasonable cause to suspect child abuse or neglect must immediately report that knowledge or suspicion. For purposes of this policy, a staff member is any individual working at the school whether employed directly by the Board of Directors or employed or contracted by an operator or other service provider.

For purposes of this policy, any reference to parent or parents shall mean the parents, guardians or custodians of the child.

### **Definitions**

#### **A. Abused Child**

An abused child is any child who is the victim of sexual activity; is endangered pursuant to criminal law; exhibits evidence of physical or mental injury inflicted by other than accidental means; or because of the acts of the parents suffers physical or mental injury that harms or threatens to harm the child's health or welfare.

#### **B. Neglected Child**

A neglected child is any child who is abandoned by the child's parents; who lacks adequate parental care because of the faults or habits of the child's parents; whose parents refused to provide proper or necessary subsistence, education, medical or surgical treatment; whose parents refused to provide special care made necessary by the child's physical or mental condition; or other criteria established by law.

### **Procedure for Reporting**

- A. Any staff member at the school shall report any suspected case that reasonably indicates child abuse or neglect. Any staff member who suspects that a child is being, has been, or faces the threat of being abused or neglected must immediately report the suspicion to the public children's services agency or local law enforcement agency. The report to either agency shall be made either by telephone or in person. If requested by the receiving agency, a written report shall be provided.
- B. The reporting individual shall promptly notify the school leader that a report has been made. The school leader shall verify and document that the suspected case was properly reported. The identity of the reporting person shall be confidential subject only to disclosure pursuant to court order or consent.
- C. The public children's agency or local law enforcement is responsible for the investigation

of the case and staff members should not attempt to pressure the student into divulging information.

### **Training Requirement**

All staff members at the School shall complete at least four (4) hours of in-service training within two (2) years of the date of employment. Additional training must occur every five (5) years.

The in-service training shall also incorporate training on (1) school safety and violence prevention, including human trafficking content; (2) training on the board's harassment, intimidation and bullying policy; and (3) training on youth suicide awareness and prevention.

### **Penalty**

Pursuant to Ohio law, any person who violates the child abuse reporting statute is liable for compensatory and exemplary damages to the child who would have been the subject of the report that was not made.

Violation of the statute or policy may also result in additional discipline measures, including termination of employment.