

Administrative Guidelines for Child Abuse Policy **JHG-R**

I. Who Must Report

All employees who, in the course of their employment, come into contact with a student (child) under the age of 19 who they reasonably believe has been the victim of child abuse shall report such abuse or suspected abuse under the provisions of these rules.

II. Circumstances Which Warrant Making a Report

- A. A report of suspected child abuse must be made at such time as a school employee reasonably believes that a child has suffered abuse. Abuse shall be defined as follows:
1. Any non-accidental physical injury, or injury which is at variance with the history given of it, suffered by a child as the result of acts or omissions of a person responsible for the care of the child.
 - a. "Mental injury" means an injury to the psychological capacity or emotional stability of a child as evidenced by an observable or substantial impairment of the ability to function within a normal range of performance and behavior with due regard to the student's culture.
 - b. "Physical injury" means death or any harm to a child including but not limited to disfigurement, impairment of any bodily organ, skin bruising, bleeding, burns, fracture of any bone, subdural hematoma or substantial malnutrition.
 - c. "Substantial risk" means a strong possibility as contrasted to a remote or insignificant possibility.
 - d. "Imminent danger" includes threatened harm and means a statement, overt act, condition or status which represents an immediate and substantial risk of sexual abuse or physical or mental injury.
- B. A child's behavior or attempted explanation of a physical injury may cause an employee to believe that the injury was the result of child abuse. Employees should be aware of the following situations as possible warning signs of child abuse:
1. A child tells several conflicting stories as to the cause of the same injury.
 2. A child seems to be injured frequently.
 3. A child expresses reluctance to tell how an injury occurred.
 4. A child is afraid to go home on a regular basis.
 5. A child tells the teacher of a playmate that someone responsible for the child inflicted the injury.

6. A child relates a story about the injury that seems inconsistent with the injury.

NOTE: School employees shall not contact the child's family to determine the cause of the suspected abuse.

III. How a Report is Made

- A. All instances of suspected child abuse shall be reported immediately to the building principal.
 1. Include child's name, parent or guardian names and addresses, the child's age, the nature and extent of the injuries and any evidence of previous injuries, the names of other children in the family if known, and any other information which may be relevant to the case.
- B. The building principal shall immediately notify the superintendent and the Department of Family Services, making a recommendation as to the urgency of the case.

IV. Immunity from Liability

Any person participating in good faith in any act required or permitted under the "Child Abuse" statute is immune from any civil or criminal liability that might otherwise result by reason of the action.

Adopted: March 20, 1986