



Book	Policy Manual
Section	8000 Operations
Title	STUDENT ABUSE AND NEGLECT
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8462 - **STUDENT ABUSE AND NEGLECT**

The Board of Education is concerned with the physical and mental well-being of all children of this District and will cooperate in the identification and reporting of cases of child abuse or neglect in accordance with law.

The Board shall require every employee to receive training provided by the Department of Public Instruction (DPI) in identifying children who have been abused or neglected and in the laws and procedures detailed herein governing the reporting of suspected or threatened child abuse and neglect. Such training shall be completed within the first six (6) months of employment in the District and thereafter at least once every five (5) years after the initial training.

Each District employee who has reasonable cause to suspect child abuse or neglect has occurred or is occurring shall be responsible for reporting immediately every case, whether ascertained or suspected, of abuse or neglect resulting in physical or mental injury to a child by other than accidental means.

The employee shall immediately call the local office of the Child Welfare Department or local law enforcement agency.

Employees shall also notify the appropriate administrator according to the District's Reporting Procedure for Student Abuse or Neglect.

The identity of the reporting person shall be confidential, subject only to disclosure by consent or court order. A reporting employee shall not be dismissed or otherwise penalized for making a report of child abuse or neglect.

Information concerning alleged child abuse is confidential. Any unauthorized disclosure by an official or employee of the District is a violation of the law and may subject the disseminator to civil liability for resulting damages and disciplinary action.

Each principal should be mindful of the possibility of physical or mental abuse being inflicted on a student by an employee. Any such instances, whether real or alleged, should be dealt with promptly by school employees in accordance with the following reporting process.

Child Abuse and Neglect Reporting Process

According to Board policies and State laws, all District staff who suspect physical or sexual abuse or neglect of a child shall refer such a case to the Department of Health and Human Services (DHHS). All school staff are required to report under State law, but it is the District's position that more complete referrals will result from a team approach involving multiple disciplines, which will further result in more appropriate referrals of suspected abuse or neglect. When making the referral for abuse and neglect, the process outlined below must be followed:

- A. The concerned School District person(s) shall immediately contact the building administrator or the school social worker.
- B. If the building administrator or designee is contacted first, he/she shall contact the school social worker.
- C. When a building administrator or school social worker receives such a referral, an assessment will be made whether or not to refer the child to the DHHS or law enforcement agency. The decision is based upon any or all of the following:
 1. an interview with the child
 2. information contained on the child's health card

3. consultation with the staff involved
 4. information from the child's cumulative file
 5. observation of child behavior and/or visible injuries
 6. history of family dynamics/concerns
 7. previous abuse and/or neglect referrals
 8. medical history of the child
 9. parent's previous response when communicating with the school
 10. observation of any parent/child interactions
 11. any referrals for other support services
 12. any identified special needs
- D. If the mandated reporter within the District differs in opinion from the school social worker, that mandated reporter is then required to report the allegations of possible abuse and/or neglect.
- E. If there is reasonable cause to suspect physical or sexual abuse or neglect and a decision has been made to refer this situation to the DHHS or a law enforcement agency, parents are generally not contacted prior to the referral. The DHHS is required by law to communicate the disposition of the case to the referring person. The school social worker will be the liaison between the DHHS and those school personnel involved in making the referral.

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48.981, 118.07(5) Wis. Stats.