

New Legislation, Policy and Procedures:

Employee Clearances and Child Abuse Reporting

March 14, 2019

REVISED: August 18, 2020

MT AIRY CHRISTIAN DAY SCHOOL

Philadelphia, PA 19126

History of Clearances

- 1985: Act 34



- Mandated all new employees obtain a Pennsylvania State Criminal Record Check prior to employment

PA State Police Criminal Record Check

File Edit View Favorites Tools Help



Pennsylvania Access To Criminal History

Commissioner, Pennsylvania State Police Gov. Thomas W Wolf

Home Record Check Help

Welcome to Pennsylvania Access To Criminal History

PATCH Helpdesk 1-888-QUERY-PA (1-888-783-7972)

Our current response time for record requests labeled **UNDER REVIEW** is between two to three weeks from the date the request was made. Thank you for your patience as we process your request.

All requests for Notarized copies of a Criminal Record Check MUST BE mailed in.

Credit Card Users

- ▶ **Submit a New Record Check** (requires a credit card)
- ▶ **Check the status of a Record Check**

Registered Users - Please Log In

Username:

Password:

Why does PATCH exist?

Its purpose is to better enable the public to obtain criminal history record checks. The repository was created and is maintained in accordance with Pennsylvania's Criminal History Information Act contained in Chapter 91 of Title 18, Crimes Code. This Act also directs the Pennsylvania State Police (PSP) to disseminate criminal history data to criminal justice agencies, non-criminal justice agencies and individuals on request. Criminal justice agencies can access all of an individual's criminal history record information (CHRI). Requests made by noncriminal justice agencies and individuals are subject to edit criteria contained in the law.



- <https://epatch.state.pa.us/Home.jsp>

Print Back

Pennsylvania State Police

1900 Elmwood Avenue
Harrisburg, Pennsylvania 17110

Response for Criminal Record Check

JENNIFER WILLIAMS

TELEPHONE (215) 861-2510

TO WHOM IT MAY CONCERN:

THE PENNSYLVANIA STATE POLICE DOES HEREBY CERTIFY THAT:

Name: Williams, Jennifer
Date of Birth:
Social Security #:
Sex:
Race:
Date of Request: 01/05/2015 11:01 AM
Purpose of Request: School District
Maiden Name and/or Alias (1) (2)
(3) (4)

***** HAS NO CRIMINAL RECORD IN PENNSYLVANIA BASED ON A CHECK BASED ON THE ABOVE IDENTIFIERS - REFER TO CONTROL #R13125517 *****

THE RESPONSE IS BASED ON A COMPARISON OF DATA PROVIDED BY THE REQUESTER AGAINST INFORMATION CONTAINED IN THE FILES OF THE PENNSYLVANIA STATE POLICE CENTRAL REPOSITORY ONLY. PLEASE CONFIRM IDENTIFIERS PROVIDED. POSITIVE IDENTIFICATION CANNOT BE MADE WITHOUT FINGERPRINTS. THE PENNSYLVANIA STATE POLICE RESPONSE DOES NOT PRECLUDE THE EXISTENCE OF CRIMINAL RECORDS WHICH MIGHT BE CONTAINED IN THE REPOSITORIES OF OTHER LOCAL, STATE, OR FEDERAL CRIMINAL JUSTICE AGENCIES. THE INFORMATION ON THIS CERTIFICATION FORM CAN BE VALIDATED BY ACCESSING THE PENNSYLVANIA ACCESS TO CRIMINAL HISTORY (PATCH) RECORD CHECK STATUS SCREEN <https://epatch.state.pa.us/RCStatusSearch.jsp> AND SUBMITTING A STATUS CHECK REQUEST THAT CONTAINS THE FOLLOWING: SUBJECT'S NAME (EXACTLY AS INITIALLY ENTERED), CONTROL NUMBER AND DATE OF REQUEST. PATCH WILL FIND AND DISPLAY THE CORRESPONDING RECORD CHECK REQUEST. DETAILS ON THE REQUEST CAN BE VIEWED BY CLICKING ON THE CONTROL NUMBER. YOU WILL BE ABLE TO VERIFY IF THIS REQUEST WAS SENT OUT AS A NO RECORD OR RECORD RESPONSE BY THE PENNSYLVANIA STATE POLICE. QUESTIONS CONCERNING THIS CRIMINAL RECORD CHECK SHOULD BE DIRECTED TO THE PATCH HELP LINE TOLL-FREE AT 1-888-QUERY-PA-41 (888-783-7972).

Certified by:

Lieutenant Kevin J. Deskewicz, Director
Criminal Records and Identification Division
Pennsylvania State Police

DISSEMINATED BY: SYSTEM
01/05/2015 11:02 AM

- Sample completed State Police Criminal Record Check

History of Clearances

- 1985: Act 34
- 1994: Act 151

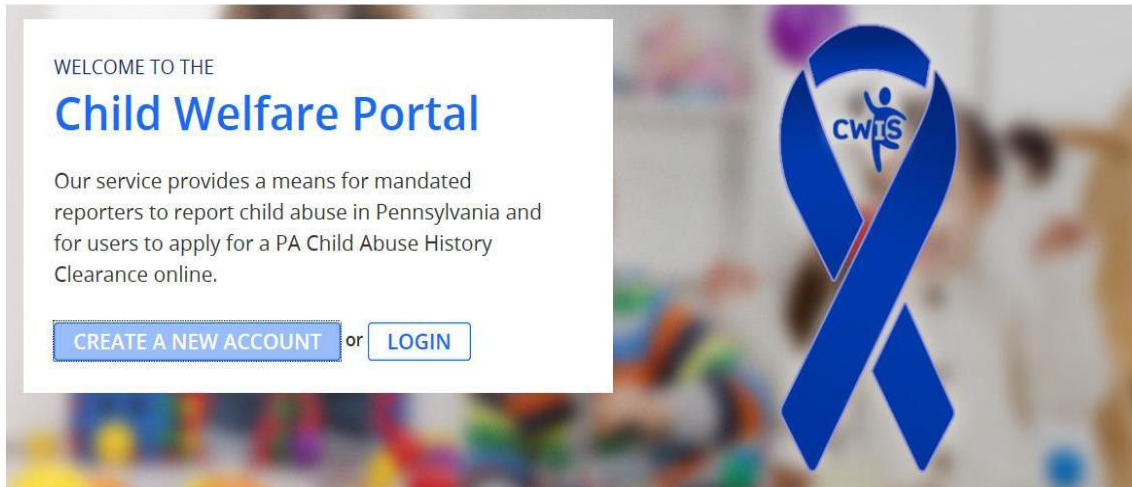


- Mandated all new employees obtain a Pennsylvania Child Abuse History Clearance prior to employment

PA Child Abuse History Clearance goes online



If the child you would like to report on is in immediate danger, please call 911 immediately.



- <https://www.compass.state.pa.us/cwis/public/home>



PENNSYLVANIA CHILD ABUSE HISTORY CLEARANCE

JENNIFER M. WILLIAMS

CERTIFICATE ID: 6XXXX1

VERIFICATION DATE: 1//2015

SOCIAL SECURITY #: XXX-XXX

DATE OF BIRTH:

The above named person has applied for a Pennsylvania Child Abuse History Clearance pursuant to Chapter 63 of 25 Pa. Consolidated Statutes Annotated relating to the Child Protective Services Law. NO RECORD EXISTS in the Pennsylvania Department of Public Welfare's statewide Central Registry listing the applicant as a perpetrator of an Indicated or Founded report of child abuse or an Indicated or Founded report for school employees.

Applicants are required to show the Administrator the results of their Child Abuse History Clearance. Administrators are required to keep a copy of this Child Abuse History Clearance on file. Any person altering the contents of this document may be subject to civil, criminal or administrative action.



ISSUED BY Commonwealth of Pennsylvania
Department of Public Welfare
CHILDLINE AND ABUSE REGISTRY
ChildLine Verification Unit
P.O. Box 8170
Harrisburg, PA 17105-8170
1-877-371-5422

ANY ALTERATION OR ERASURE VOID. THIS DOCUMENT

042300

079930 - 600



- Sample PA Child Abuse History Clearance completed form

History of Clearances

- 1985: Act 34
- 1994: Act 151
- 2006: Act 114



- Mandated all new employees obtain a Federal Criminal History Record prior to employment.

FBI Criminal History Record

- Fingerprinting services will not be available from November 18, 2017 through November 28, 2017 while the Pennsylvania Department of Education transitions vendors. Please check: <https://www.identogo.com/locations/pennsylvania> for up-to-date information.

Pennsylvania Department of Education
School Services Unit
353 Market Street
Harrisburg, PA 17126-0133

Cezmiye Williams

Registration ID: PARS16647

Dear Applicant,

Attached is the unofficial copy of the results of your federal criminal history background check, your federal Criminal History Record Information (CHRI). You requested this copy when you registered to be fingerprinted. This copy is for your use only and cannot be used as the official copy that is to be reviewed by your prospective employer.

Pennsylvania law, Act 114 of 2006, requires pre-emptive employers of all public and private schools and their contractors, who will have contact with children, to obtain a federal background check prior to employment. The applicant must provide a report that is no more than one year old to their employer. The report must be provided in a manner prescribed by the Department of Education (PDE). PDE established an all electronic system for obtaining federal background checks, effective December 1, 2005. The new system enables Administrators of public and private schools and Teacher Training Institutions to review the official CHRI online. Under this new system, applications and results are being processed much more efficiently.

Applications for employment to any public school or private school or their contractor (a) must include their registration ID number with their employment application. The Administrator of the public or private school will use your registration ID number to locate your CHRI in the secure, online system. Under Act 114 and Section 1-111 of the PA Public School Code, it is the responsibility of the Administrator to review the CHRI and make a determination on whether your fitness to work in a position that places you in contact with children. If you are hired by the public school, private school or the contractor, a copy of the CHRI will be kept in the school's files. If you are approved for student teaching, a copy of your CHRI will be kept in a file at your college / university by the Teacher Training Institution Administrator. The official CHRI in the electronic system will be deleted 12 months from the date you were fingerprinted.

Information on Act 114 of 2006 and how it applies to you, including frequently asked questions and answers can be found on the Department of Education's website at: www.pde.state.pa.us. The PDE's School Services Unit oversees the process, and can be contacted at: SS-PRK-SchoolServices@pa.gov.

ERE1516641199259

CRIMINAL HISTORY INFORMATION

ICM 8331204609000106552 CIRM DIA
A. L. LARUE/JR/PIPER
XNU R001 X02 X01 SKM P
CAC052002 SK SKY/AMT
PUSHER CH 2015/01/29
A HISTORY OF THE FINGERPRINTS ON THE ABOVE
INDIVIDUAL HAS AVAILABLE NO PRIOR RECORD
DATE: CHAR D VENTUR
2015/01/29 FEDERAL BUREAU OF INVESTIGATION

Not an Official Copy -- For Applicant Use Only

38 COSENT
825 A
4025 BRADENTON AVE
GIBBETH, OH 43017

Not an Official Copy -- For Applicant Use Only

PARS16641199259

- Sample Federal Criminal History Record completed form

History of Clearances

- 1985: Act 34
- 1994: Act 151
- 2006: Act 114
- 2011: Act 24



- Act 24 expanded the list of reportable offenses and required self-reporting “reportable offenses”

Act 24

- Self-report “Reportable Offenses”
- Expanded the list of reportable offenses to include:
 - First degree misdemeanors
 - Felonies
 - DUIs

1 of 3

ARREST/CONVICTION REPORT AND CERTIFICATION FORM
(under Act 24 of 2011 and Act 82 of 2012)

Section 1. Personal Information

Full Legal Name: _____ Date of Birth: ____/____/____
Any former names by which you have been identified: _____

Section 2. Report of Arrest or Conviction

By checking this box, I report that I have been arrested for or convicted of an offense or offenses enumerated under 24 P.S. §§1-111(e) or (f.1) ("Reportable Offense(s)"). See Instructions on Page 3 of this Form for a list of Reportable Offenses. If you have none to report, proceed to Section 3 of this form.

Detail of Arrests or Convictions

For each arrest for or conviction of any Reportable Offense, specify in the space below (or on additional attachments if necessary) the offense for which you have been arrested or convicted, the date and location of arrest and/or conviction, docket number, and the applicable court.

Section 3. No Arrest or Conviction

By checking this box, I state that I have not been arrested for or convicted of any Reportable Offense.

Section 4. Certification

By signing this form, I certify under penalty of law that the statements made in this form are true, correct and complete. I understand that false statements herein, including, without limitation, any failure to accurately report any arrest or conviction for a Reportable Offense, shall subject me to criminal prosecution under 18 Pa.C.S. §4904, relating to unsworn falsification to authorities.

Signature _____ Date _____

PDE-604 (8/28/2012)

What is a “Reportable Offense” anyway?

(1) An offense under one or more of the following provisions of Title 18 of the Pennsylvania Consolidated Statutes:

- Chapter 25 (relating to criminal homicide)
- Section 2702 (relating to aggravated assault)
- Section 2709.1 (relating to stalking)
- Section 2901 (relating to kidnapping)
- Section 2902 (relating to unlawful restraint)
- Section 2910 (relating to luring a child into a motor vehicle or structure)
- Section 3121 (relating to rape)
- Section 3122.1 (relating to statutory sexual assault)
- Section 3123 (relating to involuntary deviate sexual intercourse)
- Section 3124.1 (relating to sexual assault)
- Section 3124.2 (relating to institutional sexual assault)
- Section 3125 (relating to aggravated indecent assault)
- Section 3126 (relating to indecent assault)
- Section 3127 (relating to indecent exposure)
- Section 3129 (relating to sexual intercourse with animal)
- Section 4302 (relating to incest)
- Section 4303 (relating to concealing death of child)
- Section 4304 (relating to endangering welfare of children)
- Section 4305 (relating to dealing in infant children)
- A felony offense under section 5902(b) (relating to prostitution and related offenses)
- Section 5903(c) or (d) (relating to obscene and other sexual materials and performances)
- Section 6301(a)(1) (relating to corruption of minors)
- Section 6312 (relating to sexual abuse of children)
- Section 6318 (relating to unlawful contact with minor)
- Section 6319 (relating to solicitation of minors to traffic drugs)
- Section 6320 (relating to sexual exploitation of children)

And don't forget...

- (2) An offense designated as a felony under the act of April 14, 1972 (P.L. 233, No. 64), known as “The Controlled Substance, Drug, Device and Cosmetic Act.”
 - (3) An offense SIMILAR IN NATURE to those crimes listed above in clauses (1) and (2) under the laws or former laws of:
 - the United States; or
 - one of its territories or possessions; or
 - another state; or
 - the District of Columbia; or
 - the Commonwealth of Puerto Rico; or
 - a foreign nation; or
 - under a former law of this Commonwealth.
- **A reportable offense enumerated under 24 P.S. §1-111(f.1) consists of any of the following:**
 - (1) An offense graded as a felony offense of the first, second or third degree, other than one of the offenses enumerated under 24 P.S. §1-111(e), if less than (10) ten years has elapsed from the date of expiration of the sentence for the offense.
 - (2) An offense graded as a misdemeanor of the first degree, other than one of the offenses enumerated under 24 P.S. §1-111(e), if less than (5) five years has elapsed from the date of expiration of the sentence for the offense.
 - (3) An offense under *75 Pa.C.S. § 3802(a), (b), (c) or (d)*(relating to driving under influence of alcohol or controlled substance) graded as a misdemeanor of the first degree under *75 Pa.C.S. § 3803* (relating to grading), if the person has been previously convicted of such an offense and less than (3) three years has elapsed from the date of expiration of the sentence for the most recent offense.

And what if I am arrested for a reportable offense?

1 of 3

ARREST/CONVICTION REPORT AND CERTIFICATION FORM (under Act 24 of 2011 and Act 82 of 2012)

Section 1. Personal Information

Full Legal Name: _____ Date of Birth: ____/____/____

Any former names
by which you have
been identified: _____

Section 2. Report of Arrest or Conviction

By checking this box, I report that I have been arrested for or convicted of an offense or offenses enumerated under 24 P.S. §§1-111(e) or (f.1) ("Reportable Offense(s)"). See Instructions on Page 3 of this Form for a list of Reportable Offenses. If you have none to report, proceed to Section 3 of this form.

Details of Arrests or Convictions

For each arrest for or conviction of any Reportable Offense, specify in the space below (or on additional attachments if necessary) the offense for which you have been arrested or convicted, the date and location of arrest and/or conviction, docket number, and the applicable court.

Section 3. No Arrest or Conviction

By checking this box, I state that I have not been arrested for or convicted of any Reportable Offense.

Section 4. Certification

By signing this form, I certify under penalty of law that the statements made in this form are true, correct and complete. I understand that false statements herein, including, without limitation, any failure to accurately report any arrest or conviction for a Reportable Offense, shall subject me to criminal prosecution under 18 Pa.C.S. §4904, relating to unsworn falsification to authorities.

Signature _____

Date _____

PDE-6004 (8/28/2012)

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LIST OF REPORTABLE OFFENSES

• A reportable offense enumerated under 24 P.S. §1-111(e) consists of any of the following:

- (1) An offense under one or more of the following provisions of Title 18 of the Pennsylvania Consolidated Statutes:
 - Chapter 25 (relating to criminal homicide)
 - Section 2702 (relating to aggravated assault)
 - Section 2709.1 (relating to stalking)
 - Section 2901 (relating to kidnapping)
 - Section 2902 (relating to unlawful restraint)
 - Section 2910 (relating to luring a child into a motor vehicle or structure)
 - Section 3121 (relating to rape)
 - Section 3122.1 (relating to statutory sexual assault)
 - Section 3123 (relating to involuntary deviate sexual intercourse)
 - Section 3124.1 (relating to sexual assault)
 - Section 3124.2 (relating to institutional sexual assault)
 - Section 3125 (relating to aggravated indecent assault)
 - Section 3126 (relating to indecent assault)
 - Section 3127 (relating to indecent exposure)
 - Section 3129 (relating to sexual intercourse with animal)
 - Section 4302 (relating to incest)
 - Section 4303 (relating to concealing death of child)
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 - Section 4305 (relating to dealing in infant children)
 - A felony offense under section 5902(b) (relating to prostitution and related offenses)
 - Section 5903(c) or (d) (relating to obscene and other sexual materials and performances)
 - Section 6301(a)(1) (relating to corruption of minors)
 - Section 6312 (relating to sexual abuse of children)
 - Section 6318 (relating to unlawful contact with minor)
 - Section 6319 (relating to solicitation of minors to traffic drugs)
 - Section 6320 (relating to sexual exploitation of children)
- (2) An offense designated as a felony under the act of April 14, 1972 (P.L. 233, No. 64), known as "The Controlled Substance, Drug, Device and Cosmetic Act."
- (3) An offense SIMILAR IN NATURE to those crimes listed above in clauses (1) and (2) under the laws or former laws of:
 - the United States; or
 - one of its territories or possessions; or
 - another state; or
 - the District of Columbia; or
 - the Commonwealth of Puerto Rico; or
 - a foreign nation; or
 - under a former law of this Commonwealth.

• A reportable offense enumerated under 24 P.S. §1-111(f.1) consists of any of the following:

- (1) An offense graded as a felony offense of the first, second or third degree, other than one of the offenses enumerated under 24 P.S. §1-111(e), if less than (10) ten years has elapsed from the date of expiration of the sentence for the offense.
- (2) An offense graded as a misdemeanor of the first degree, other than one of the offenses enumerated under 24 P.S. §1-111(e), if less than (5) five years has elapsed from the date of expiration of the sentence for the offense.
- (3) An offense under 75 Pa.C.S. § 3802(a), (b), (c) or (d) (relating to driving under influence of alcohol or controlled substance) graded as a misdemeanor of the first degree under 75 Pa.C.S. § 3803 (relating to grading), if the person has been previously convicted of such an offense and less than (3) three years has elapsed from the date of expiration of the sentence for the most recent offense.

PDE-6004 (8/28/2012)

History of Clearances

- 1985: Act 34
- 1994: Act 151
- 2006: Act 114
- 2011: Act 24
- **2013: Act 126**
- Mandated all current and new employees complete 3 hours of professional development in child abuse recognition and reporting, Educator Misconduct Act and the maintenance of professional relationships with students



History of Clearances

- 1985: Act 34
- 1994: Act 151
- 2006: Act 114
- 2011: Act 24
- 2013: Act 126
- **2014: Act 168**



- Act 168 requires school entities to conduct an employment history review on prospective employees

What is Act 168?

**COMMONWEALTH OF PENNSYLVANIA
SEXUAL MISCONDUCT/ABUSE DISCLOSURE RELEASE
(under Act 168 of 2014)**

(Hiring school entity or independent contractor submits this form to ALL current employer(s) and to former employer(s) that were school entities and/or where the applicant had direct contact with children)

To:	Name of Current or Former Employer:	<input type="checkbox"/> No applicable employment
	Street Address:	
	City, State, Zip:	
	Telephone Number:	

The named applicant is under consideration for a position with our entity. The Pennsylvania General Assembly has determined that additional safeguards are necessary in the hiring of school employees to ensure the safety of the Commonwealth's students. The individual whose name appears below has reported previous employment with your entity. We request you provide the information requested in SECTION 2 of this form within **20 business days** as required by Act 168 of 2014.

SECTION 1: APPLICANT CERTIFICATION AND RELEASE (TO BE COMPLETED BY THE APPLICANT EVEN IF THE APPLICANT HAS NO CURRENT OR PRIOR EMPLOYMENT TO DISCLOSE)

Applicant's Name (First, Middle, Last):	
Any former names by which the Applicant has been identified:	
DOB:	
Last 4 digits of Applicant's Social Security Number:	PPID (if applicable):
Approximate dates of employment with the entity listed above:	
Position(s):	

Have you (Applicant) ever:

Yes ___ No ___ Been the subject of an abuse or sexual misconduct investigation by any employer, state licensing agency, law enforcement agency or child protective services agency (unless the investigation resulted in a finding that the allegations were false)?

Yes ___ No ___ Been disciplined, discharged, non-renewed, asked to resign from employment, resigned from or otherwise separated from employment while allegations of abuse or sexual misconduct were pending or under investigation or due to adjudication or findings of abuse or sexual misconduct?

Yes ___ No ___ Had a license, professional license or certificate suspended, surrendered or revoked while allegations of abuse or sexual misconduct were pending or under investigation or due to an adjudication or findings of abuse or sexual misconduct?

By signing this form, I certify under penalty of law that the statements made in this form are true, correct and complete. I understand that false statements herein, including, without limitation, any willful failure to disclose the information

History of Clearances

- 1985: Act 34
- 1994: Act 151
- 2006: Act 114
- 2011: Act 24
- 2013: Act 126
- 2014: Act 168
- **2014: Act 153**
- Act 153 requires all employees and volunteers to obtain new clearances every three years beginning in 2015



History of Clearances

- 1985: Act 34
- 1994: Act 151
- 2006: Act 114
- 2011: Act 24
- 2013: Act 126
- 2014: Act 168
- 2014: Act 153
- **2015: Act 15**
- Act 15 revised Act 153 of 2014 to require all employees obtain new clearances every five years beginning in 2015



What does Act 153 and Act 15 mean for me?

- If you were hired BEFORE December 31, 2011, you must submit new clearances by December 31, 2015
- If you were hired AFTER December 31, 2011, you must submit new clearances before your OLDEST clearance is five years old
- You must submit new clearances thereafter EVERY five years

And remember...

- All employees are still required to report all “Reportable offenses” to their supervisor or the Office of Human Resources on the PDE 6004 within 72 hours of arrest

Act 153 and Act 15 apply to volunteers as well

- Volunteers are required to obtain a current State Police Criminal Record Check, Child Abuse History Clearance and Federal Criminal History Record prior to volunteering
- Volunteers must obtain new clearances every 60 months
- Volunteers must be in compliance as of July 1, 2016

Changes in Child Protective Services Law

- Act 126 effective January 1, 2013
- Training of staff every 5 years
- Staff Trained in August, 2013
- Required One Hour Online Educator Misconduct/ Disciplinary Actions TBD by PDE
- Amendments to the Act in December, 2014
 - Definition of mandated reporter
 - Reporting procedures



What is a Mandated Reporter? Who is Mandated to Report in PA?

- Mandated reporters are held to a higher standard of responsibility and may receive serious consequences for not reporting suspected abuse.
- Pennsylvania's Child Protective Services Law (CPSL) was amended in 2014, including substantial changes to the list of people who are mandated reporters.



What Happens if I DON'T Make a Report When I Suspect Abuse?

- Second-degree misdemeanor
 - if the child is found to be abused upon investigation
- First degree felony (or higher, depending on the situation)
- Penalties increase if failure to report continues

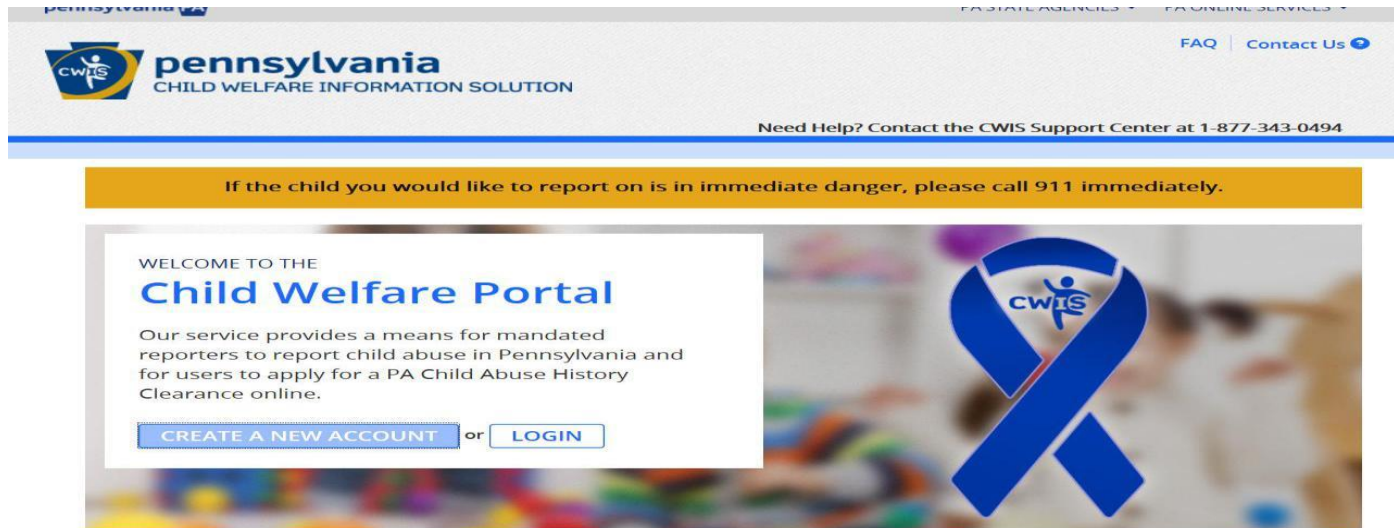
Can I Just Tell My Supervisor About the Abuse and Not Report?



How Do I Make a Report of Suspected Child Abuse

- We will support you
- Law requires immediate report
 - Oral report to Childline 1-800-932-0313
 - Online written report
 - Confirmation is sent to you
- Inform Director report has been made

Completing an Online Report



- Create an account
www.compass.state.pa.us/cwis/Public/Home
- Check your email for your log-in information
- Return to portal
- Log-In
- Go to Access My Referrals
- Continue at bottom of page
- Go to My Abuse Referrals and proceed

Must I Make a Report Even if I'm not Sure What Happened?

- Yes and do not investigate
- The child does NOT have to directly speak to you
- Do not ask questions about what happened
- Do not ask questions about who did it



Will I Be Identified as the Reporter of the Abuse?

- No, but
- Parents may figure it out
- Your Supervisors will support you
- Student safety and well being is our primary concern

Protection for the Mandated Reporter

- There are circumstances when your identity must be released to law enforcement
- You are protected from civil and criminal liability if acting in good faith
- No employment discrimination for making a report
- There are consequences for intentionally making a FALSE report



- Strangers sexually abuse children more often than family members
- Sexual abuse doesn't happen often
- Children who are being abused or were abused will immediately tell their parents
- Homosexuals are more likely to sexually assault children than heterosexuals
- Most sex offenders have been arrested before for committing sex crimes
- Females do not sexually abuse

Statistics

- One report of child abuse is made every 10 seconds
- 80% of 21 yr. olds who were abused have a mental health disorder
- 4,739 child abuse cases in PA
 - 60% sexual 27% physical 6% neglect
 - 5% imminent risk 1% mental
- 92 of those reports were substantiated

Recognizing Child Abuse

- Child abuse is not always obvious
- Children may be too young or too frightened to tell anyone what is happening to them
- Children, especially younger, more vulnerable children, are often unaware that what is happening to them is abuse

Types of Child Abuse

- Serious Physical Abuse
- Sexual Abuse
or Exploitation
- Serious Neglect
- Serious Mental Injury



Some Indicators of Abuse

- Unexplained bruises, welts, human bite marks, bald spots
- Numerous bruises in various stages of healing
- Marks on many surfaces of the body
- Unexplained burns, especially cigarette or immersion burns
- Withdrawal or aggression – behavioral extremes
- Uncomfortable with physical contact
- Afraid to go home
- Consistent lack of supervision
- Persistent hunger or fatigue
- Poor hygiene
- Dressed inappropriately for the weather
- Cringes when approached by an adult
- Overreacts to accidents
- Does not want to talk about home life
- Pain or itching in genital area
- Frequent urinary infections
- Sexual knowledge beyond what is natural
- Acting out sexual behavior
- Bedwetting depending on age and history

How to Respond to Disclosures of Abuse

DO:

- Reassure the child that it is not his/her fault.
- Assure the child that what he/she is telling you is very important and others who work with kids will talk to them more in depth.
- Use **Minimal Facts Interview** protocol – only report what child tells you – don't probe for details.

DON'T:

- Show shock or other strong reaction in front of the child.
- Make promises you can't keep.

Abuse perpetrated by school employee

- MACDS will develop a required one-hour online training
- Employees who suspect such abuse must immediately contact the administrator in charge
- If the administrator is suspected immediately call the Office of the Superintendent
- Law enforcement will be contacted, and the case referred to the District Attorney's office
- The employee who suspected abuse also files a report as described for any child abuse

Questions?

