

I. PURPOSE

Athlos Academy of Utah believes that the daily contact of school personnel with children places them in a unique position to identify and refer suspected cases of child abuse or neglect to law enforcement. This policy outlines the early protective measures towards allegations of child abuse.

II. DEFINITIONS

- A. **Mandatory Reporting:** Athlos Academy of Utah employees are required to report instances of child abuse or neglect when the employee has a “reasonable suspicion” that child neglect, dependency, physical or sexual abuse has occurred.
- B. **Reasonable Suspicion:** Arises when the facts surrounding the incident or suspicion could cause another person in the same situation to suspect child abuse or neglect.

III. POLICY

- A. All school employees are mandated reporters of child abuse or neglect and are obligated to take immediate action.
- B. Any employee who knows or reasonably suspects a child has been the victim of child abuse, neglect or dependency shall immediately report the instance to the Lead School Administrator or the school counselor.
- C. The Lead School Administrator or school counselor and the reporter shall relay the report to child protective services or law enforcement.
 - 1. Reporting to the Lead School Administrator or school counselor does not fulfill an employee’s duty to report.
- D. A written report, by the mandated reporter, shall be submitted to either the Lead School Administrator or the school counselor within thirty-six (36) hours of the initial oral report, identifying:
 - 1. The child;
 - 2. Any person believed to be responsible for the abuse or neglect of the child if the person is known;
 - 3. The nature and extent of the abuse or neglect; and

Child Neglect and Abuse Reporting

4. The name and address of the reporter.
- E. The child's parent/guardian(s) may **not** be contacted.
1. If a child is released to a law enforcement officer or a child protective services agent, school administration and the child protective services shall **not** notify the parent/guardian(s).
- F. At the time of hire, every employee at Athlos Academy of Utah must sign the *Duty to Report Known or Reasonably Suspected Child Abuse Form* which shall remain in effect for the duration of employment.