

REPORTING OF CHILD ABUSE/NEGLECT

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The District is committed to providing a safe environment for children within the school and assisting families and community child protection agencies to provide safe environments for children in the home and the community. As a part of that commitment, the District shall take proactive measures to help prevent child abuse and neglect and to deal with child abuse or neglect situations that may occur.

All school employees shall report any threatened or suspected child abuse or neglect in accordance with state law and established District procedures. School volunteers and individuals performing contracted services for the District are also strongly encouraged to report suspected or threatened child abuse or neglect. No employee who makes a child abuse or neglect report will be discharged from employment for making the report. Further, no person who makes a child abuse or neglect report in good faith shall be disciplined or otherwise discriminated against in regard to employment, or threatened with any such treatment, for making the report.

In addition, the District shall:

1. Incorporate protective behaviors instruction into the curriculum for students in grades K-12 that gives students knowledge of the effective means by which they may recognize, avoid, prevent and halt physically or psychologically intrusive or abusive situations that may be harmful to them, including child abuse, sexual abuse and child enticement.
2. Provide information and training to school employees and to certain school volunteers and individuals performing contracted services for the District on identifying children who have been abused or neglected and the laws, District policies and procedures governing the reporting of suspected or threatened child abuse or neglect. School employee participation in such training is required.
3. Work in cooperation with community child protection agencies in planning child abuse and neglect prevention and intervention services and activities for children, parents, guardians and other caregivers using school and community resources.
4. Maintain the confidentiality of student record and child abuse and neglect report information, including the identity of the person reporting child abuse or neglect, in accordance with legal requirements.
5. Conduct an appropriate and timely internal investigation of any alleged

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misconduct that could be construed as potentially abusive behavior toward a student by another student, or by a school employee, school volunteer, individual performing contracted services for the District, or other school or District official. The internal investigation of misconduct shall not delay or negate mandatory child abuse reporting requirements. Any disciplinary action taken as a result of the internal investigation shall be consistent with established District policies and procedures and applicable legal requirements.

6. If the child abuse/neglect report involves a child who is a participant in the state's address confidentiality program (the Safe at Home program), the reporter should keep in mind the confidentiality requirements for that program and inform social/human services or law enforcement officials that the child is a Safe at Home participant and that he/she is prohibited from releasing any actual address information related to the child. Social/human services can ask law enforcement officials to request a release of participant information directly from the Safe at Home program.

It shall be the responsibility of the District Administrator to oversee the effective implementation of this policy.

Legal References:

Wisconsin Statutes

Section 48.02	[definitions of child abuse and neglect]
Section 48.981	[child abuse and neglect reporting requirements, including confidentiality]
Section 115.31	[reporting certain types of staff misconduct to state superintendent of public instruction]
Section 115.368	[assistance in the development and implementation of protective behavior and anti-offender programs for minor children and parents and guardians, and staff training]
Section 118.01(2)(d)8	protective behavior instruction]
Section 118.07(5)	[school employee training related to child abuse and neglect reporting]
Section 118.125	[confidentiality of student records]
Section 118.126(1)	[privileged communication regarding student alcohol and drug use and related problems; exception for required child abuse/neglect reporting purposes]
Section 121.02(1)(i)	[school district standard; provide safe and healthful facilities]

Federal Laws

[Family Educational Rights and Privacy Act](#) [federal regulations on confidentiality of student records]

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Cross References:

454 Rule – Procedures for Reporting Child Abuse/Neglect

Adoption Date: 5/13/2019