

# **KEEPING CHILDREN SAFE EXECUTIVE ORDER #54**

## **MANDATORY REPORTING OF CHILD ABUSE AND NEGLECT**

# INTRODUCTION

- Overall goal is to help ensure the safety of children – your report could help a child.
- In 2010, an estimated 695,000 children in the U.S. were victims of abuse or neglect, and an estimated 1,560 children died from abuse or neglect.\*
- Executive Order 54 requires all University of Wisconsin System employees to report instances of child abuse and neglect.

\* U.S. Department of Health and Human Services, Administration for Children and Families (2011) [http://www.acf.hhs.gov/programs/cb/stats\\_research/index.htm#can](http://www.acf.hhs.gov/programs/cb/stats_research/index.htm#can)

# INTRODUCTION (CONTINUED)

- Employees must immediately report child abuse or neglect if the employee, in the course of employment, observes an incident or threat of child abuse or neglect, or learns of an incident or threat of child abuse or neglect, and the employee has reasonable cause to believe that child abuse or neglect has occurred or will occur.
- UW-Green Bay employees interact with minors through pre-college programs, summer camps, special events, and other campus offerings.
- This training was developed to support all UW-Green Bay employees in understanding and fulfilling their mandatory child abuse and neglect reporting requirements.

# AT THIS SESSION, YOU WILL LEARN:

- Different kinds of child maltreatment and warning signs
  - Neglect
  - Physical abuse
  - Emotional damage
  - Sexual abuse
- How to make a report & what to report
- What to do if you are unsure

# WHAT IS NEGLECT?

Neglect is the failure, refusal or inability on the part of a caregiver, for reasons other than poverty, to provide necessary care, food, clothing, medical or dental care or shelter so as to seriously endanger the physical health of the child.

# WHO ARE “CAREGIVERS”?

- Caregivers include:
  - Parents/guardians
  - Other relatives including older siblings
  - Foster parents
  - Child care providers
  - Babysitters
  - Teachers & other educators
  - Live-in partners of parents, even if they care for the child only occasionally

# WARNING SIGNS OF POSSIBLE NEGLECT

- Soiled clothing or inadequate clothing for the weather
- Hunger, hoarding or stealing food, poor nutrition
- Listlessness or fatigue
- Poor hygiene (ex. odor of urine or feces, dirty or decaying teeth)
- Untreated medical problems

# WARNING SIGNS OF POSSIBLE NEGLECT (CONTINUED)

- Poor relationships
- Withdrawal from others
- Craving attention, even to the point of getting negative responses from others
- Low self-esteem
- Child is left alone or without appropriate supervision for long periods

# USING THE WARNING SIGNS OF NEGLECT

Use these warning signs & the questions below to help determine if a report needs to be made:

- How many signs do you see?
- Are the warning signs regular or frequent?
- Could the child's physical health be seriously endangered?

## CASE STUDY: NEGLECT

You are helping at a day camp, and notice that Sam doesn't bring a lunch 3 of 5 days. He is withdrawn, his clothing is torn & stained, and you discover that he has asthma, but he doesn't have an inhaler. Should you make a report?

# CASE STUDY: NEGLECT (CONTINUED)

**Yes, you should report this.**

- Several signs of neglect
- Frequency of “forgetting” meals
- Health concern (asthma) gone untreated

# WHAT IS PHYSICAL ABUSE?

- Physical injury inflicted on a child that is not an accident
- Physical injury includes, but is not limited to, lacerations, fractured bones, burns, internal injuries, severe or frequent bruising, or great bodily harm

# WARNING SIGNS OF PHYSICAL ABUSE

- Children commonly get bruises and bumps from play & activity on knees, elbows, and forearms
- Warning signs less likely from accidents:
  - Bruises around cheeks, abdomen, thighs, or midway between wrist & elbow
  - Bruises that are different colors
  - Bruises or marks that are in the shape of an object (ex. belt)
  - Bruises on multiple parts of the body

# WARNING SIGNS OF PHYSICAL ABUSE

## (CONTINUED)

- Awkward movements that appear to be caused by pain, or child seems stiff or sore
- Bald spots that may come from having hair pulled severely
- Unexplained burns, especially from objects like cigarettes & irons
- Child is afraid to go home or frightened of caregiver or other adults
- Extremes in behavior: very aggressive or withdrawn and shy

# USING THE WARNING SIGNS OF PHYSICAL ABUSE

Use these warning signs & the questions below to help determine if a report needs to be made:

- Does the child's explanation for the injury make sense to you?
- Is the child evasive about sharing how the injury occurred?

# CASE STUDY: PHYSICAL ABUSE

You are helping with Phuture Phoenix, and overhear a girl in your group asking another girl about the blisters on her arm. The girl explains that her Dad was mad at her for not doing her homework, and he held her arm under scalding water. Should you make a report?

# CASE STUDY: PHYSICAL ABUSE

(CONTINUED)

**Yes, you should report this.**

- Explanation for blisters is immediate concern of physical abuse

# WHAT IS EMOTIONAL DAMAGE?

- Harm to a child's psychological or intellectual functioning
  - Observed in severe anxiety, depression, withdrawal, or aggressive behavior, or
  - a substantial change in the child's behavior, emotional response or thinking that is not normal for the child's age or development
- The child's parent or guardian has neglected, refused or been unable, for reasons other than poverty, to obtain the necessary treatment or take steps to ameliorate the symptoms.

# WARNING SIGNS OF EMOTIONAL DAMAGE

- Rocking, head banging
- Cruelty to animals, especially pets
- Wetting or soiling themselves
- Withdrawal from learning or a drop in school performance
- Compulsive attention to detail
- Crying without apparent cause
- Sudden fearful behavior
- Feelings of having little self-worth
- Talking about being broken or damaged
- Talk of suicide

# WARNING SIGNS OF EMOTIONAL DAMAGE (CONTINUED)

- Frequent headaches or stomachaches
- Unexplained weight loss or gain
- Self-destructive or delinquent behavior such as abusing alcohol or drugs, or cutting
- Eating disorder
- Sleep problems or nightmares
- Attempting to run away from home
- Setting fires & enjoying watching them
- Inappropriate emotions, such as turning bad experiences into jokes or laughing when the student is actually in pain

# USING THE WARNING SIGNS OF EMOTIONAL DAMAGE

Use these warning signs & the questions below to help determine if a report needs to be made:

- Does the child demonstrate severe anxiety, depression, withdrawal or aggressive behavior?
- Has the parent obtained treatment for the child or tried another way to improve the child's symptoms?

## CASE STUDY: EMOTIONAL DAMAGE

The last day in the RCMS program, Stephanie and her friend come to you, and Stephanie is in tears. Her friend explains that Stephanie is afraid to go back home. Stephanie shares with you that her Mom's boyfriend moved in with her family earlier that year, and he yells at her and calls her names when her Mom isn't home. She adds that she was thinking about running away from home. Should you make a report?

# CASE STUDY: EMOTIONAL DAMAGE

(CONTINUED)

**Yes, you should report this.**

- Child expresses anxiety about returning home
- Sudden fearful behavior
- Thoughts of running away from home

# WHAT IS SEXUAL ABUSE?

- Inappropriate sexual behavior with a child & includes any inappropriate sexual touching
  - Fondling or exposing genitals (abuser's or child's)
  - Intercourse
  - Exposure to pornography
  - Sexual exploitation
  - Having child view or listen to sexual activity
  - Allowing or encouraging child to engage in prostitution

# WARNING SIGNS OF SEXUAL ABUSE

- Extreme secrecy, compliance or withdrawal
- Pain in genital area, or difficulty walking or sitting
- Child refuses to take part in exercises
- Unusual fear of people from one gender or with specific characteristics, such as a deep voice
- Very seductive behavior
- Unusual knowledge about sex for the child's age & development
- Sexual play with peers that goes beyond curiosity

# SEXUALLY ACTIVE ADOLESCENTS

- Situations with sexually active adolescents may have to be reported, depending on three factors:
  - Whether the activity is voluntary or involuntary
  - The age of the adolescent
  - Whether the adolescent has accessed healthcare services
- Contact Public Safety or Human Services with questions

# USING THE WARNING SIGNS OF SEXUAL ABUSE

Use these warning signs & the questions below to help determine if a report needs to be made:

- Has the child had sexual contact with another person?
- Has the child been exploited sexually in some way?
- Has the child been exposed to sexual content?

# CASE STUDY: SEXUAL ABUSE

At basketball camp, Joseph asks you about the basketball program at UWGB. He really likes basketball, but doesn't think he will continue playing in high school, and is wondering if he could still play in college without finishing high school basketball. You ask why he doesn't think he will keep playing high school basketball, and he talks about his coach. You find out that his coach took pictures of him while he was showering in the locker room. Should you make a report?

# CASE STUDY: SEXUAL ABUSE

(CONTINUED)

**Yes, you should make a report.**

- Sexual exploitation
- Others at risk of possible abuse

# REPORTING ABUSE OR NEGLECT

- Make a report if you suspect that a child is being abused or neglected – you do not need proof, let the police investigate
- The law prohibits anyone who makes a report in good faith from being fired, disciplined or otherwise discriminated against in regard to employment
- You are protected from liability if you make a report in good faith
- Your report is to be kept confidential – the county, local law enforcement & school will not disclose your identity

# WHAT IF YOU'RE UNSURE?

- It is common for someone to be unsure if a report should be made
- It is OK to talk to someone else who can help to determine if a report is necessary (ex. Public Safety, co-worker who also interacts with the child), but the report must be made promptly
- If you are aware of abuse, but don't report it, it may result in possible discipline
- Questions regarding a particular situation may be directed to the UW System Office of General Counsel at (608) 262-2995

# VICTIMS WHO AREN'T MINORS

- A minor or child is a person who is less than 18 years of age
- Before making a report involving a suspected victim who is 18 years or older, please contact the UW System Office of General Counsel at (608) 262-2995

# UW-GREEN BAY PROCEDURES FOR MAKING A REPORT

- Reports should be made in-person or by telephone to one of the following:
  - UWGB Public Safety
    - IS 1024, (920) 465-2300
  - Brown County Sheriff's Department
    - (920) 448-4200
  - Green Bay Police Department
    - (920) 448-3200
  - Brown County Human Services Department
    - (920) 448-6000

# MAKING A REPORT

- When you make a report, they may ask:
  - Information about the child, parents, suspected abuser
  - Specifics of the observed injury – what, where
  - Any statements made by the child
  - Does the abuser have access to the child?
  - Do you have concerns for the child's immediate safety?
  - Does anyone else know about the suspected abuse or neglect?

# RESOURCES FOR MORE INFORMATION

- UW-Green Bay campus policy
  - <http://www.uwgb.edu/hr/policies/>
- Executive Order #54
  - [http://docs.legis.wi.gov/code/executive\\_orders/2011\\_s\\_cott\\_walker/2011-54.pdf](http://docs.legis.wi.gov/code/executive_orders/2011_s_cott_walker/2011-54.pdf)
- Executive Order #54 Frequently Asked Questions (FAQ's)
  - <https://www.wisconsin.edu/general-counsel/legal-topics/child-safety/>

# RESOURCES FOR MORE INFORMATION

## (CONTINUED)

- UW-System Office of General Counsel Child Safety Website
  - <https://www.wisconsin.edu/general-counsel/legal-topics/child-safety/>
- Department of Public Instruction
  - [http://ssp.wi.gov/ssp\\_wi\\_can](http://ssp.wi.gov/ssp_wi_can)
- Department of Children and Families
  - <http://dcf.wi.gov/children/CPS/index.htm>

# HERE'S WHAT WE COVERED

- Definitions of child abuse & neglect
- Warning signs
- How to make a report & what to report
- What you can do if you're unsure whether to report
- Where to get more information

*Thank you for taking this training!*

- If you have questions regarding Executive Order # 54, please contact:
  - Public Safety
    - Ext. 2300
    - IS 1024
  - Human Resources
    - Ext. 2390
    - CL 710