

Policy

NO. 807

Board of Education Nutley

OPERATIONS

CHILD ABUSE

The Board of Education is concerned with the physical and mental well-being of the children of this district and recognizes the importance of early identification in halting child abuse and remediating the effects of child abuse. The Board will cooperate with state government in the identification and reporting of cases of child abuse in accordance with law.

Any employee, or volunteer, of this district who has reasonable cause to believe that a pupil of this district has been subject to abuse, abandonment, cruelty, or neglect, by any person, shall immediately report the same to the Division of Youth and Family Services (DYFS). The employee may release information to the DYFS in accordance with law and district regulation.

Any employee, or volunteer, who has reported a case of suspected child abuse to the DYFS shall promptly give notice of the report to the principal, unless the employee believes that such notice would be likely to endanger the child or the employee or would be likely to result in retaliation against the child or in employment discrimination against the employee.

Any employee's act of unbecoming conduct in the treatment of children, including alleged acts of child abuse reported to the DYFS, shall be promptly reported to the principal, who shall immediately inform the Superintendent and institute an investigation of the matter. The Superintendent may temporarily reassign the employee, or with the concurrence of the Board President, suspend the employee without loss of pay pending investigation.

No employee will be discriminated against in employment for having, in good faith, reported or caused to be reported the employee's reasonable cause to believe that child abuse, abandonment, cruelty, or neglect has occurred. However, a person who knowingly violates the law by failing to report an act that he or she has ^{reasonable} cause to believe is an act of child abuse may be subject to criminal penalties as a disorderly person.

The principal and district staff members shall cooperate fully with the DYFS as necessary and appropriate in the interests of the abused child at each stage of the investigation, including the release of the child from school or the transfer of the child to another school. If necessary, medical attention shall be given to a pupil's injuries.

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The Superintendent, or his designee, will act as primary contact person to provide liaison with the DYFS in order to facilitate communication and cooperation, encourage the sharing of information, and develop necessary training programs. The liaison officer shall be notified of each suspected case of child abuse reported to the DYFS and shall follow the progress of the reported child and maintain communication with the DYFS on behalf of the child. Any records regarding the possible abuse of a pupil and the services given that pupil shall be kept confidential.

Information regarding child abuse and its prevention shall be incorporated into the district's family life/health education program. Staff members shall be provided with in-service training to assist them in the identification of child abuse and to instruct them in their responsibilities to the abused child.

The Superintendent shall develop regulations for the reporting of child abuse and for cooperation with the DYFS in child abuse investigations.

N.J.S.A. 9:6-8.8 et seq.

N.J.S.A. 18A:25-6

N.J.A.C. 6:3-5