In accordance with Board Policy II.07, the procedures set forth below will serve to guide and instruct employees regarding their obligations to report suspected child abuse under the Pennsylvania Child Protective Service Law (“CPSL”).

**DEFINITIONS**

“Child abuse” as defined in the CPSL means intentionally, knowingly, or recklessly doing any of the following:

- Causing bodily injury to a child through any recent act or failure to act.
- Fabricating, feigning or intentionally exaggerating or inducing a medical symptom or disease which results in a potentially harmful medical evaluation or treatment to the child through any recent act.
- Causing or substantially contributing to serious mental injury to a child through any act or failure to act or a series of such acts or failures to act.
- Causing sexual abuse or exploitation of a child through any act or failure to act.
- Creating a reasonable likelihood of bodily injury to a child through any recent act or failure to act.
- Creating a likelihood of sexual abuse or exploitation of a child through any recent act or failure to act.
- Causing serious physical neglect of a child.
- Causing the death of the child through any act or failure to act.

Child abuse also includes certain acts in which the act itself constitutes abuse without any resulting injury or condition. These recent acts include any of the following:

- Kicking, biting, throwing, burning, stabbing or cutting a child in a manner that endangers the child.
- Unreasonably restraining or confining a child, based on consideration of the method, location or the duration of the restraint or confinement.
• Forcefully shaking a child under one year of age.
• Forcefully slapping or otherwise striking a child under one year of age.
• Interfering with the breathing of a child.
• Causing a child to be present during the operation of a methamphetamine laboratory, provided that the violation is being investigated by law enforcement.
• Leaving a child unsupervised with an individual, other than the child's parent, who the parent knows or reasonably should have known was required to register as a Tier II or III sexual offender or has been determined to be a sexually violent predator or sexually violent delinquent.

“Recent” is defined as an abusive act within two years from the date the report is made to ChildLine. Sexual abuse, serious mental injury, serious physical neglect and deaths have no time limit.

A “perpetrator” of child abuse can be a:

• child’s parent,
• spouse or former spouse of the parent,
• paramour or former paramour of the parent,
• person 14 years of age or older responsible for the welfare of a child such as a baby sitter or day care staff person,
• individual residing in the same home as the child who is at least 14 years of age, or
• relative who is 18 years of age or older who does not reside in the same home as the child, but is related within the third degree of consanguinity or affinity by birth or adoption to the child.

In cases of a failure to act, a “perpetrator” of child abuse can be a:

• child’s parent,
• spouse or former spouse of the parent,
• paramour or former paramour of the parent,
• person 18 years of age or older who is responsible for the child’s welfare or who resides in the same home as the child.

“Mandated reporters” include all college employees, volunteers and independent contractors.

MANDATORY REPORTING REQUIREMENT

Mandated reporters are required to make a report of suspected child abuse if they have reasonable cause to suspect that a child is a victim of child abuse under any of the following
circumstances:

- They come into contact with the child in the course of employment, occupation and practice of a profession or through a regularly scheduled program, activity or service.
- They are directly responsible for the care, supervision, guidance or training of the child, or are affiliated with an agency, institution, organization, school, regularly established church or religious organization or other entity that is directly responsible for the care, supervision, guidance or training of the child.
- A person makes a specific disclosure to the mandated reporter that an identifiable child is the victim of child abuse.
- An individual 14 years of age or older makes a specific disclosure to the mandated reporter that the individual has committed child abuse.

It is not required that the child come before the mandated reporter in order to make a report of suspected child abuse, nor is the reporter required to identify the person responsible for the suspected abuse in making the report. Mandated reporters also do not have to determine whether or not the person meets the definition of a perpetrator in order to make the report.

**PROCEDURE**

If a mandated reporter has reason to suspect child abuse, he or she must immediately and directly report the suspected abuse to Childline, either electronically at [www.compass.state.pa.us/cwis](http://www.compass.state.pa.us/cwis) or by calling **1-800-932-0313**. If an oral report is made via the 1-800 number, then the mandatory reporter must also complete a written report of child abuse (CY 47) and forward said report to Allegheny County Children and Youth Services within 48 hours after making the initial verbal report.

After making the report to Childline, the mandatory reporter must immediately notify the College’s General Counsel or Civil Rights Compliance Officer, who will be responsible for coordinating any follow up investigation conducted by the appropriate authorities.

Failure to follow mandated reporter requirements may result in disciplinary consequences, including termination of employment, and criminal penalties under the CPSL. Individuals who make reports in good faith are granted immunity from civil and criminal liability.

**TRAINING**

Training and information resources regarding mandatory reporting obligations will be provided to College employees, volunteers and independent contractors by the Human Resources Office. Additional information and training resources can be located on the following website:
Employees in licensed professions will be required to complete additional mandatory training requirements as specified or required by the CPSL as a condition of license issuance or renewal.

**REFERENCES**

Board Policy II.07 – Protection of Children