



Prevent Child Abuse
New Jersey

**In collaboration with the NJ Partnership
to Prevent Child Sexual Abuse and the
Enough Abuse Campaign**

Safe-Child Standards Resource Bank

for New Jersey



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Overview & Reference Information

“GateKeepers for Kids”

Enough Abuse Campaign's "Gatekeepers for Kids" initiative includes the free, 12-page "A Practical Guide to Make Your Organization Safer" and six companion Fact Sheets. Their online learning community for schools and youth organizations is a subscriber service that includes a **Resource Bank** of policies and tools; a **Forum** for members to share information, seek expert advice and peer support, and information about available training and consultation services for schools and YSOs. Below is the "Practical Guide" which provides a comprehensive overview.

 [GKBooklet](#)

"Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures"

This 50-page report from the Centers for Disease Control and Prevention (CDC) provides an excellent overview of the options available to youth-serving organizations.

 [cdc_PreventingChildSexualAbuse-a.pdf](#)

“Creating Organizational Policies to Prevent Sexual Abuse”

This article by Joan Tabachnick, MPPM, appeared in *The Prevention Researcher*, Vol. 20 (3) in September 2013. It provides a good overview of the key policy areas youth organizations must address to strengthen their capacity to keep kids safe.

 [Org_Policies_CSA.pdf](#)

"The Season of Hope: A Risk Management Guide for Youth-Serving Nonprofits"

The Risk Management Center consults with many large youth-serving organizations throughout the US. This guide is available for purchase. Price: \$20

http://www.nonprofitrisk.org/store/pub_detail.asp?id=36

“Safe to Compete: An Introduction to Sound Practices for Keeping Children Safe in Youth-serving Organizations”

This document prepared by the National Center for Missing and Exploited Children identifies components essential to YSOs’ efforts to develop comprehensive sexual abuse prevention programs.

 [SafeToCompeteAnIntroToSoundPractices.pdf](#)

“Six Pillars of Prevention”

This 2015 document developed by the Policy Committee of the National Coalition to Prevent Child Sexual Abuse and Exploitation outlines six critical areas in which policies can have the most impact on preventing child sexual abuse: strengthen youth -serving organizations’ sexual abuse and exploitation prevention capacity, support the healthy development of children, promote healthy relationships and sexuality education for children and youth, end the demand for children as sexual commodities, support sustainable funds for prevention, and prevent initial perpetration of child sexual abuse and exploitation.

 [PreventionCoalitionPillarsFinal2015](#)

Overview & Reference Information

“National Plan to Prevent the Sexual Abuse and Exploitation of Children”

The *National Plan* updated in 2012 is also a product of the National Coalition to Prevent Child Sexual Abuse and Exploitation. It provides practical steps that individuals, organizations, businesses and policymakers can implement to promote positive youth development and prevent child sexual abuse and exploitation. It identifies action steps in several key areas, including research, ending the public demand for sexual exploitation, increasing public awareness and collaborative practices and funding.

 [NationalPlan2012FINAL.pdf](#)

EDUCATOR SEXUAL ABUSE AND MISCONDUCT

“Educator Sexual Misconduct: A Synthesis of Existing Literature”

Charol Shakeshaft compiled this 156-page report in 2004 for the U.S. Department of Education. It details the alarming extent of sexual abuse in American schools – 4.5 million children K-12 report inappropriate sexual contact with a school employee. This is a must read for every school committee member, superintendent, principal, teacher and parent.

 [Edmisconduct_Review.pdf](#)

“Sexual Exploitation in Schools: How to Spot it and Stop it”

This book by sexual exploitation prevention expert Robert Shoop prepares educators to manage one of the most difficult issues in our public and private schools. Included are the legal context, consequences and pathology of sexual exploitation, district and employee rights, conducting an investigation, and steps educators and parents can take so that students will be safe. Paperback ISBN: 9780761938453 Available on Amazon.com. Price: \$28.47

["Sexual Exploitation in School: How to Spot it and Stop It"](#) to Purchase on Amazon

“Know the Warning Signs of Educator Sexual Misconduct”

This article by Charol Shakeshaft, professor of educational leadership at Virginia Commonwealth University, argues that educators can prevent much of the sexual misconduct in schools if they know how to recognize and respond to suspicious patterns and if administrators enforce an environment of high expectations for behavior.

[warning-signs_shakeshaft.pdf](#)

“Federal Agencies Can Better Support State Efforts to Prevent and Respond to Sexual Abuse by School Personnel”

The US Government Accountability Office (GAO) issued this report in January 2014 at the request of the Congressional Committee on Education and the Workforce. The 72-page report discusses results of a survey to identify efforts of state and school districts to prevent sexual abuse, reporting requirement and investigation approaches used and federal agencies’ effort to address the problem.

[GAO Report January 2014.pdf](#)

Overview & Reference Information

“AP: Sex abuse law can fail school kids”

This article by Associated Press national reporter Robert Tanner describes the AP’s investigation of 2,570 educators from 2001-2005 whose credentials were revoked, denied, surrendered or sanctioned following allegations of sexual misconduct.

http://usatoday30.usatoday.com/news/nation/2007-10-22-1021049676_x.htm

“AP: Sexual misconduct plagues U.S. schools”

This NBC.News.com article provides additional information about the AP investigation described above.

http://www.nbcnews.com/id/21392345/ns/us_news-education/t/ap-sexual-misconduct-plagues-us-schools/#.VNdmwS7-BTM

“No More Pencils, No More Books, No More Teachers' Dirty Looks”

This *Boston Magazine* article by Doug Most that appeared in October 2003 is still relevant and instructive about the scope and nature of educator sexual misconduct and abuse.

http://www.enoughabuse.org/images/stories/gk_resourcebank/no_more_pencils.pdf

“Hidden in plain sight: Predators in the classroom on the rise in Pennsylvania”

This article by reporter Anna Orso (aorso@pennlive.com) appeared in September, 2014 . It provides background on legislative efforts in Pennsylvania to address complaints of misconduct against teachers and administrators. Of the projected 700 complaints, more than half were projected to allege sexual abuse, misconduct or exploitation of students at the hands of school employees.

http://www.pennlive.com/midstate/index.ssf/2014/09/hidden_in_plain_sight_predator.html#incart_m-rpt-1

“Horace Mann on the Potomac”

This article written by Daily Beast reporter Lizzie Crocker on November 4, 2013 describes the case of Christopher Kloman, a middle school teacher and administrator at Virginia’s elite Potomac School and 30-year veteran of the school who was convicted of sexually abusing five students and sentenced to 45 years in prison. Kloman’s conduct was ignored by school officials until a graduate of the school filed charges against him after realizing years later that he was still teaching as a substitute teacher in a nearby school. The article underscores the need for institutions to “do the right thing’ and investigate suspected cases of educator sexual misconduct and abuse.

http://www.enoughabuse.org/images/stories/gk_resourcebank/Potomac_School_VA.pdf

“The Big List: Female teachers accused or convicted of sexually abusing students”

This is the most comprehensive account on the Internet of female teachers who have been accused or convicted of sexually abusing students. Highlights of over 260 cases are included. The list was originally published in 2014 and updated in 2015 by WND.com, one of the world's largest independent, English-language news websites, with an estimated 6 million readers.

<http://www.wnd.com/2014/08/39783/#AsFqAtcsHWqyv8q.99>

Overview & Reference Information

PRIVATE SCHOOL LETTERS OF APOLOGY

The following are Letters of Apology written by Headmasters of private schools to alumni, parents of alumni, parents and friends regarding sexual abuse scandals in their schools.

Buckingham, Browne and Nichols, Cambridge, MA – Letter dated October 10, 2008
http://www.enoughabuse.org/images/stories/gk_resourcebank/BBN_apology_ltr.pdf

The Fessenden School, West Newton, MA – Letter dated October 18, 2011
http://www.enoughabuse.org/images/stories/gk_resourcebank/Fessenden_apology_ltr.pdf

Horace Mann School, Bronx, New York – Letter dated May 5, 2013
http://www.enoughabuse.org/images/stories/gk_resourcebank/hm_apology_ltr_052413.pdf

SEXUAL ABUSE IN JUVENILE FACILITIES

“Sexual Victimization in Juvenile Facilities Reported by Youth, 2012”

This article presents data from the Bureau of Justice Statistics on the 2012 National Survey of Youth in Custody Key finding: An estimated 9.5 percent of adjudicated youth (1,720) in juvenile facilities reported experiencing one or more incidents of sexual victimization by another youth or facility staff in the 12 months after their admission. The report ranks facilities according to the prevalence of sexual victimization, as required under the Prison Rape Elimination Act of 2003 (P.L. 108-79).

 [Sexual Victimization in Juvenile Facilities Reported by Youth.pdf](#)
(NCJ 241708)

SEXUAL ABUSE AND DISABILITIES

“Sexual Abuse of Children with Disabilities; A National Snapshot”

This issue brief was issued in 2013 by the Vera Institute of Justice in New York City. It provides data on the high incidence of sexual abuse among children and youth with disabilities, identifies current gaps in prevention efforts for this population and recommends a national strategy to address the epidemic.

 [sa-children-with-da-natl-snapshot-v2.pdf](#)

"Healthy Relationships, Sexuality and Disability Resource Guide 2013"

This comprehensive guide developed by the MA Department of Public Health and the MA Department of Developmental Services contains resources to help children, teens and adults with intellectual, developmental or physical disabilities learn about sexual health and sexual abuse prevention. Through books, videos, and curricula, this practical resource gives parents and providers who support developmentally disabled youth, tips on how to discuss sexuality, puberty, relationships, personal safety and sexual education. It provides excellent tools to help individuals with disabilities develop the knowledge and skills necessary for them to achieve their human right to healthy, respectful and equitable relationships free from abuse.

 [hrhs-sexuality-and-da-resource-guide.pdf](#)

Standard 1: Post a clear and accessible child-safe policy

“Sexual Abuse Safe-Child Standards in New Jersey”

This 20-page report was developed by Prevent Child Abuse New Jersey in collaboration with the NJ Partnership to Prevent Child Sexual Abuse and the Enough Abuse Campaign. It outlines a series of policy and procedural actions that YSOs should take to protect children from the risk of sexual abuse. These standards have been adopted by the NJ Department of Children and Families.

 [NJ_Sexual_Abuse_Safe-Child_Standards.pdf](#)

“Sexual Abuse Safe-Child Standards in Massachusetts”

This 20-page report developed by MassKids and the Enough Abuse Campaign identifies six safe-child Standards schools and youth organizations should consider implementing, and includes Guidelines to Support Compliance for each Standard. Standards include: assessing risk of harm and strengthening identified gaps; educating staff, volunteers, children, and their parents about child sexual abuse and its prevention; developing codes of conduct for adults and children; recruiting and hiring safe employees and volunteers; assessing and modifying physical spaces to reduce risks; and reporting and responding appropriately to suspected abuse.

Emily will send you link when report is issued

“Fact Sheet on Matching Mission to Policies”

This is one of six brief Fact Sheets developed by Joan Tabachnick and the Enough Abuse Campaign to be a companion to the booklet “A Practical Guide to Make Your Organization Safer.”

 [pdf_missiondrivenpolicies.pdf](#)

“Harassment-Free Hallways: A Guide for Students, Parents and Schools”

The American Association of University Women (AAUW) Educational Foundation convened a task force of educators, researchers, and experts on the issue of school-based sexual harassment to help parents, students, schools, and school districts: assess their strengths and weaknesses with regard to existing sexual harassment policies; develop user-friendly sexual harassment policies based on existing models; understand their respective rights and responsibilities for reporting and responding to reports of sexual harassment; and develop an attitude of leadership on the issue of sexual harassment in schools. The 50-page report and a package of accompanying materials are available to school districts across the country.

www.aauw.org

“New York City Department of Education Social Media Guidelines”

Social media technology can serve as a powerful tool to enhance education, communication and learning. It is important, however, that staff and students who utilize social media technology do so in a safe and responsible manner. This 14-page document developed in 2013 includes sections on both professional and personal use of social media, as well as a Frequently Asked Questions section.

http://www.enoughabuse.org/images/stories/gk_resourcebank/NYDOE_sm_policies_4-15-2013.pdf

Standard 2: Analyze risk of harm and minimize that risk

"Fact Sheet on Modifying Physical Spaces"

This is one of six brief Fact Sheets developed by Joan Tabachnick and the Enough Abuse Campaign to be a companion to the booklet "A Practical Guide to Make Your Organization Safer."

 [pdf_physicalspaces.pdf](#)

"Shifting Boundaries: Lessons on Relationships for Students in Middle Schools"

This 64-page document is a detailed guide on how to implement a program for 6th and 7th grade students on issues such as: boundaries, personal space, mapping safe and unsafe spaces in school. It was developed in 2010 by Nan Stein, Ed.D, through a grant from the National Institute of Justice.

 [shifting-boundaries-all-schools.pdf](#)



Standard 3: Develop codes of conduct for adults and children

“Fact Sheet on Code of Conduct”

This is one of six brief Fact Sheets developed by Joan Tabachnick and the Enough Abuse Campaign to be a companion to the booklet “A Practical Guide to Make Your Organization Safer”.

 [pdf_codeofconduct.pdf](#)

“PolyPrep School Harassment Policies”

In June 2013, Poly Prep Day School issued a comprehensive set of policies to address bullying, hazing and sexual harassment, including sexual abuse and assault. This is a model set of policies that every school and YSO should review and consider emulating. The policies are supported by a SAY STOP Awareness Campaign and a hotline (1-800-SAY-STOP) where students and faculty can discuss concerns about any inappropriate behavior.

 [Poly Prep School Policies.pdf](#)

 [SAY STOP Poster - Poly Prep.pdf](#)

“Recommended Policies and Guidelines”

The Alliance of Massachusetts YMCAs and its Child Protection Task Force have developed a comprehensive set of policies that include: screening and hiring, training, supervision, and feedback systems. A “Tools for Implementation Manual” is also available. Email ymcaofma@aol.com for more information.

“Preventing and Dealing with 'the Nightmare: Sexual Abuse in the Residential Setting”

Based on his own experience in dealing with past sexual abuse at the Dr. Franklin Perkins School, executive director Charles Conroy gives guidance on confronting and identifying sexual abuse and dealing with the client, staff, media, and law enforcement once the abuse has been discovered. This article appeared in Volume 2, Number 4 edition of the “The Child and Youth Care Administrator.”

 [Preventing and Dealing with the Nightmare.pdf](#)

“Employee Professional Relationships Contract”

This document is an example of a tool for use in residential therapeutic programs for youth. It contains 19 specific items that prospective and current staff must read and formally agree to regarding appropriate behaviors. It can be adapted for other YSOs that do not provide residential services.

 [Employee Professional Relationships Contract.pdf](#)

CHURCH POLICIES

“Suffer the Children: Developing Effective Church Policies on Child Maltreatment”

Victor Vieth, director of the National Child Protection Training Center, discusses 10 critical ways that churches and faith-based groups can work to prevent child abuse. This article appeared in Jacob’s Hope, the newsletter of the Jacob Wetterling Resource Center, June 2011.

 [Suffer the Children by Victor Vieth.pdf](#)

Standard 3: Develop codes of conduct for adults and children

“Balancing Acts: Keeping Children Safe in Congregations”

Unitarian Universalist Association offers a faith-based approach to preventing child sexual abuse. This resource contains information, policies, and procedures to help a congregation keep children and youth safe from sexual abuse and to deal with sexually abusing behaviors.

 [balancingact.pdf](#)

SPORTS POLICIES

“Safe Sport Program”

The United States Olympic Committee has developed a comprehensive guide for Sports Programs entitled: “Recognizing, Reducing, Responding to Misconduct in Sports: Create Your Strategy.”

 [USOC_sexual-misconduct-sport.pdf](#)

“USA Hockey SafeSport Program Handbook”

This 40-page Handbook developed by USA Hockey focuses on off-ice safety policies including those around training, screening/background checks, reporting procedures, responding to allegations, and monitoring and supervising policies implementation.

 [USA_Hockey_SafeSport_Program_Handbook.pdf](#)

“When the Athlete is a Child: An Assessment of USA Swimming’s Safe Sport Program”

Issued in January 2014 by the National Child Protection Training Center, this 125-page report assesses the “Safe Sport Program” in the areas of 1. policies and procedures, 2. screening and selection, 3. education and training, 4. monitoring and supervision, 5. recognizing, reporting and responding , and 6. grassroots engagement and feedback. It is also available in a 13-page Executive Summary.

 [USA-Swimming-Executive-Summary.pdf](#)

 [USA-Swimming-Report-1-27-14.pdf](#)

“Creating the Right Relationship Between Coaches and Athletes”

This informative and practical article written by track and cross country coach Robby Duncan appears in the National Federation of State High School Associations’ newsletter “NFHC Coaching Today.”

 [NFHS_Coaching_Today.pdf](#)

“Youth Sexual Abuse Prevention Policy and Procedures”

The Positive Coaching Alliance and Kidpower have produced this 2-page document with recommended policies around coach recruitment, abuse prevention orientation, prohibited behaviors, and reporting protocols. The videos “Protecting Youth Athletes from Sexual Abuse” are available for viewing on the Positive Coach website in two versions - one for parents and coaches, the other for sports leaders.

 [Positive Coaching Alliance Policies.pdf](#)

To view videos: <http://www.positivecoach.org/our-tools/child-abuse-prevention/>

Standard 3: Develop codes of conduct for adults and children

“Know the Rules for Child Safety in Youth Sports”

This two-page informational flyer identifies 6 key questions and answers which parents and guardians should know to ensure that their children are safe in sports. It was developed by the National Center for Missing and Exploited Children through a grant from the Department of Justice.

 [Know the Rules for Child Safety in Youth Sports OJJDP-NCMEC.pdf](#)

"Amateur Athletic Union Report"

This 30-page report contains recommendations to the AAU from its Youth Protection and Adult/Volunteer Screening Task Forces. It also includes: organizational culture, protocols, screening, participation, training and reporting.

 [TFreportfinal.pdf](#)

“Sailing Coach/Instructor Code of Conduct”

This 2-page document developed in 2012 by Sail Canada/Voile Canada describes the responsibilities of sailing coaches to their students, including the need not to become intimately or sexually involved with their students. It includes a process for investigating alleged breaches of the Code of Conduct, penalties and discipline, and an appeals procedure.

 [2012_Sail_Canada_Coaches_Code_of_Conduct.pdf](#)

“Scouts of Canada Code of Conduct”

This is a two-page Code which prospective scout leaders and volunteers must formally adopt.

 [Scouts Canada Code of Conduct.pdf](#)

“Creating a Safe and Respectful Environment”

An online training by the National Federation of State High School Associations.

<http://www.nfhslearn.com/index.aspx>

Standard 4: Recruit and hire suitable employees and volunteers

"Fact Sheet on Screening"

This is one of six brief Fact Sheets developed by Joan Tabachnick and the Enough Abuse Campaign to be a companion to the booklet "A Practical Guide to Make Your Organization Safer."

 [pdf_screening.pdf](#)

"What You Need to Know about Background Screening"

This guide developed in 2013 by NCMEC in conjunction with the Office of Community Oriented Policing Services (COPS) of the US Department of Justice discusses: nationwide/state criminal history checks, state/national public sex offender websites, state child abuse registries, in-person interviews, reference checks, applicant observations.

 [Background_Checks.pdf](#)

"The Gold Standard of Best Practices for Background Screening and Managing Risk In Nonprofit Youth-Serving Organizations"

The National Council of Youth Sports has issued these "Recommended Guidelines" which detail four "Gold Standard and Best Practices" around screening and background checks. Criteria for red light/green light determination of fitness to work with youth are also included.

 [Gold Standard and Best Practices.pdf](#)

"SAFE: Screening Applicants for Effectiveness"

This book by Friends for Youth Inc. was developed to help organizations prevent those at risk to abuse or who have abused from gaining access to youth through youth-serving organizations. Price: \$29.50.

<http://friendsforyouth.org/safe/> to purchase

"Guideline for Screening of Persons Working with Children, the Elderly, and Individuals with Disabilities"

This Office of Juvenile Justice and Delinquency Prevention (OJJDP) report is an excellent summary of screening issues.

 [OJJDP_Guide_sa-in-target-populations.pdf](#)

"Voodoo Reference Checking"

This brief article by Melanie Lockwood Herman from the Nonprofit Risk Management Center breaks down common misconceptions and emphasizes the importance and value of reference checking when considering new hires.

 [Voodoo_Reference_Checking.pdf](#)

Standard 4: Recruit and hire suitable employees and volunteers

Video and Script – Klingberg Family Centers

This video was developed at Klingberg Family Centers (New Britain, CT) as an information and screening tool for all prospective employees. Klingberg shows the video during the interview process, generally with the interviewer present to observe the reaction of the interviewee to the content. It is aimed at communicating the mission of the organization while frankly talking about how we regard, and protect against, staff-on-child sexual abuse.

<http://vimeo.com/118740407>

Password: tree

 [Klingberg Centers Video Script 2-2014.pdf](#)



“Screening for Sexual Risk when Conducting an Interview of Prospective Employees”

This tool lists several questions that employers can ask prospective employees as part of the interview process. These were compiled from several sources including Pathways for Children in Gloucester, MA, the YMCA, and the Enough Abuse Campaign. Please note: State laws concerning what is legal to ask in an interview vary. Consult with your legal counsel to find out what the laws are in your state.

[Interview Questions for Prospective Employees 7-11-2014.pdf](#)

Standard 4: Recruit and hire suitable employees and volunteers

“How to Screen for Sexual Abuse Risk in the Employee Interview”

This video produced by the Enough Abuse Campaign and videographer Kate Geis features Sue Todd, CEO from Pathways for Children. She provides a guide for employers on how to more directly screen for sexual abuse risk when conducting an interview of prospective employees or volunteers.

<https://vimeo.com/118740408>

Password: 4rT7jLbn9



“Background Screening in Youth Sports”

This 6-page report by the National Alliance for Youth Sports includes information applicable to any youth sports volunteer in any youth sports organization. It outlines the components of a thorough volunteer screening process, as well as the factors that can disqualify an individual volunteer from serving. Sample screening documents are also available upon request for National Alliance members.

 [Background Screening in Youth Sports 2012.pdf](#)

Standard 5: Educate staff and volunteers about the risk of child sexual abuse

Enough Abuse Campaign

The Enough Abuse Campaign provides trainings for school and YSO staff, youth, and parents on both adult perpetration and child-on-child sexual abuse prevention. Its comprehensive and evaluated curricula convey information about the nature and scope of child sexual abuse, reasons it has persisted, ways to reduce the risks, key prevention messages adults can convey to children, and specific strategies schools and YSOs can implement.

http://www.enoughabuse.org/images/stories/ysosummit/cr_curriculaoverview5.pdf

"Fact Sheet on Education and Training"

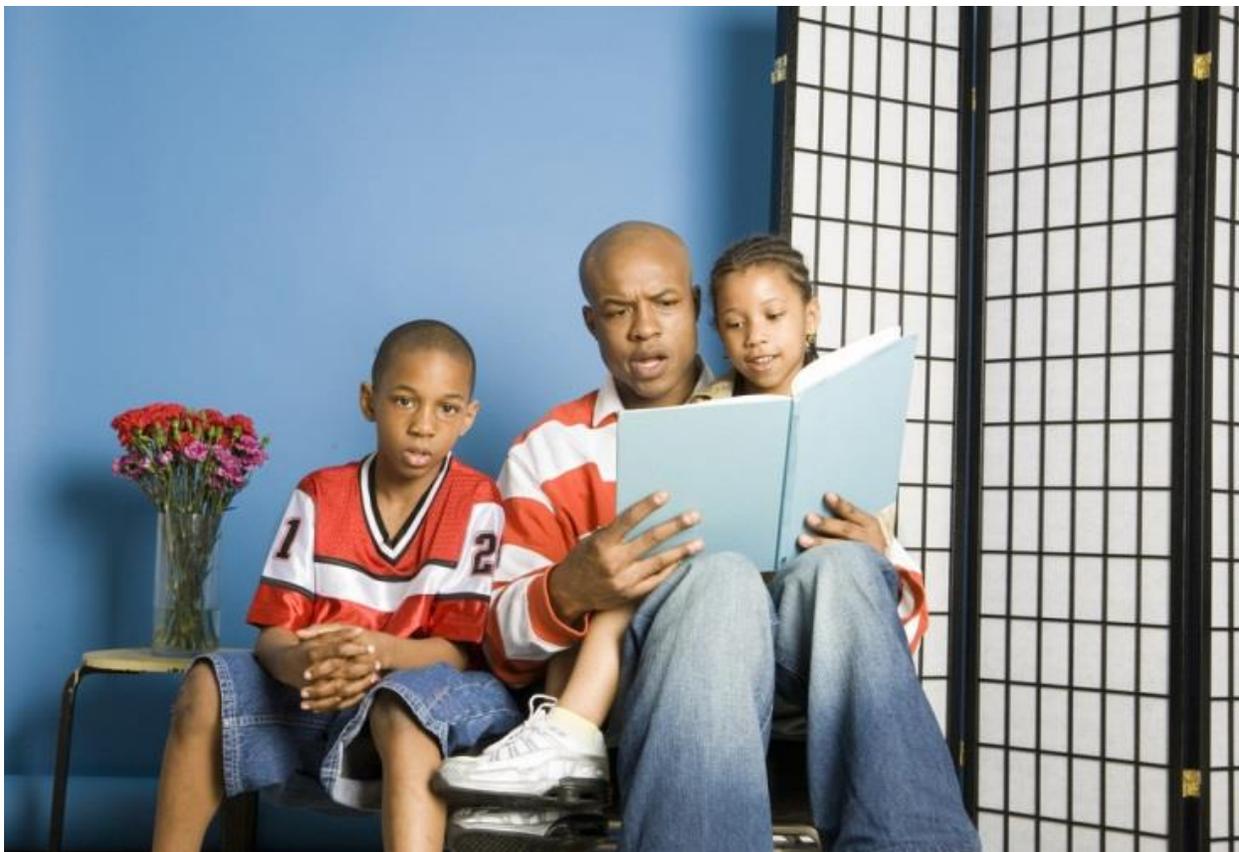
This is one of six brief Fact Sheets developed by Joan Tabachnick and the Enough Abuse Campaign to be a companion to the booklet "A Practical Guide to Make Your Organization Safer".

 [pdf_education.pdf](#)

"Technical Assistance Resource Guide (TARG)"

This 127-page report was developed in 2010 by the Vermont Sexual Violence Prevention Task Force with support from the Vermont Agency on Education. It is a comprehensive guide for school committees K-12 that are incorporating sexual violence prevention education and training into their Health Education curriculum.

 [TARG.pdf](#)



Standard 6: Report and respond appropriately to suspected abuse and neglect

“Fact Sheet on Reporting”

This is one of six brief Fact Sheets developed by Joan Tabachnick and the Enough Abuse Campaign to be a companion to the booklet “A Practical Guide to Make Your Organization Safer.”

 [pdf_reporting.pdf](#)

“Model Organizational Policies for Abuse Prevention and Response”

This 6-page policy document developed by Triangle, Inc. and its Impact: Ability program includes policies on whistleblower protection, what to do when a program participant reports abuse, and an acknowledgement of mandated reporter status. Employees acknowledge and sign each policy statement.

 [Triangle Organizational Policies - Da.pdf](#)

CyberTipline – operated by the National Center for Missing and Exploited Children

1-800-THE-LOST (1-800-843-5678) is a 24-hour, Congressionally-authorized CyberTipline that the public may use to report crimes against children, including child sexual abuse and Internet-related child sexual exploitation.

www.missingkids.com

Childhelp National Child Abuse Hotline

1-800-4-A-CHILD (1-800-422-4453) serves the US, its territories, and Canada and is staffed 24/7 by professional crisis counselors who provide assistance in 170 languages. The Hotline offers crisis intervention, information, literature, and referrals to thousands of emergency, social service, and support resources, including phone numbers of local child protective services agencies.

 [CPS-Phone-Numbers.pdf](#)

"Designing and Implementing a School Reporting Protocol: A How-To Manual for Massachusetts Educators"

This how to manual for Massachusetts educators developed by the Children's Trust includes information about how to establish reporting protocols, organize an in-school child protection team, how to deal with disclosures, and what to expect from child protective services once a report is made.

 [Designing School-Reporting-Protocol.pdf](#)

"Child Abuse and Neglect: Recognizing, Reporting and Responding for Educators"

This online course, developed by Virginia Department of Social Services, is an example of how one state is educating professionals about their legal obligation to report suspected cases of child abuse and neglect.

http://www.dss.virginia.gov/family/cps/mandated_reporters/cws5691/

Check with your state’s Child Protective Services for mandated reporting law information.