

**CHILD ABUSE AND NEGLECT POLICY**  
*(Mandatory Reporting Duties of School Personnel)*

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The law requires that any registered nurse, school superintendent, supervisor of child welfare and attendance, child care custodian, or licensed day care worker shall upon observation that a minor has physical injury or injuries which appear to have been inflicted upon the minor by other than accidental means by any person, that the minor has been sexually molested, or that any injury prohibited by the terms of Section 273a of the Penal Code (mental suffering) has been inflicted upon the minor, shall report such fact by telephone immediately to Child Protective Services (265-1340), and in writing within thirty-six (36) hours, to the local police department if the minor is a dependent child of the court.

No person making such report without malice shall incur any civil or criminal liability as a result of making any report authorized by law. The responsibility for enforcing legal prohibitions against child abuse and neglect lies with the protective agencies such as the local police department and sheriff's office. The school district's responsibility is to report evidences of child abuse and neglect to the appropriate authorities.

**REPORTING PROCEDURES**

The Nevada Joint Union High School District has designated personnel at each site to assist you in investigating and referring any suspected child abuse incidents. ***By law, you are not required to notify any district personnel of the incident or disclose your identity. You may contact Child Protective Services yourself.***

If you wish assistance, follow this procedure:

1. Contact personnel at each site:  
Nevada Union High School:                      School Nurse  
Bear River High School:                         School Nurse/Principal  
Sierra Mountain High School:                 Principal  
Silver Springs High School:                    Principal/Counselor  
Earle Jamieson High School:                  Principal

The above contact person will investigate and assist you in making any officials referrals necessary to Child Protective Services. The contact person is responsible for school documentation and follow-up regarding the student's welfare.

2. By law (PC 11166) all staff members are required to report any and all suspected cases of child mistreatment, molesting, physical abuse or neglect to the Child Protective Services Agency immediately, upon discovery. Child Protective Services' phone number is 265-1340 and their emergency number is 265-9380. You must follow-up the oral report with a written report within thirty-six (36) hours. Failure to do so could result in imprisonment and a fine.
3. A copy of the written report by a staff member to Child Protective Service must be submitted to the contact person where it will be kept in the confidential files. Reporting forms are available from your site contact personnel.
4. In case of a student who "has been discovered" in your class and seems the least bit embarrassed or apprehensive, you must escort or call your site contact person or administrator to escort the student to the nurse or counselor after class, (students classically will "run" after being discovered).

I have read and received a copy of the reporting procedure.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

**CONDITION OF EMPLOYMENT PURSUANT TO  
CALIFORNIA PENAL CODE SECTION 11166.5  
CHILD ABUSE REPORTING**

Section 11165.5 of the California Penal Code states, in part:

*Any person who enters into employment on or after January 1, 1985, as a child care custodian, medical practitioner, or nonmedical practitioner, or nonmedical practitioner, prior to commencing his or her employment, and as a prerequisite to that employment, shall sign a statement on a form provided to him or her by his or her employer to the effect that he or she has knowledge of the provisions of section 11166 and will comply with its provisions.*

Section 11166 of the California Penal Code, in part:

*Any child care custodian, medical practitioner, or nonmedical practitioner, or nonmedical practitioner, who has knowledge of or observes a child in his or her professional capacity or within the scope of his or her employment when he or she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately or as soon as practically possible by telephone and to prepare and send a written report thereof within 36 hours of receiving the information concerning the incident.*

Section 11166.4 of the California Penal Code defines a "child care custodian" as:

*Teachers, administrative officers, supervisors of child welfare and attendance, or certificated pupil personnel employees of any public or private school; licensed day care workers; administrators of community care facilities licensed to care for children, headstart teachers; social workers.*

The California Penal Code section 11172 (a) provides that mandated reporters are IMMUNE FROM LIABILITY, as provided, in part, as follows:

*No child care custodian, who reports a known or suspected instance of child abuse, shall be civilly or criminally liable for any report required or authorized by this article.*

The California Penal Code section 11172 (d) provides penalties for FAILURE TO REPORT as follows:

*Any person who fails to report an instance of child abuse which he or she knows to exist or reasonably should know to exist, as required by this article, is guilty of a misdemeanor and is punishable by confinement in the county jail for a term not to exceed six months or by a fine of not more than one thousand dollars (\$1,000) or both.*

Pursuant to the requirements of California Penal Code, I have read and understand the provision of Penal Code section 11166 as stated herein and will comply with its provisions. I have also been provided with an information brochure from the Child Abuse Council describing "What is Child Abuse," "What to Report," "How to Report," and "How to Get Information and Assistance." I further understand that I can request further information, resources, or assistance by contacting the Principal or District Nurse.

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Signature

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Date