



MANDATED REPORTING OF CHILD ABUSE AND NEGLECT POLICY

Board Bylaw:

Policy Number: 4.0650

Subject Area: Personnel

Approved Date: 09 /24/2012

Effective June 27, 2012, State of Illinois Public Act 97-0711 amended the Abused and Neglected Child Reporting Act (ANCRA) to mandate that all employees of higher education institutions report case of suspected child abuse or neglect to the Department of Children and Family Services (DCFS). Pursuant to Public Act 97-0711, all employees of Kaskaskia College are required to report child abuse and neglect, as outlined below. Also, pursuant to the ANCRA, all employees of the College will be required to sign a statement indicating that the employee has knowledge and understanding of the reporting requirements under the Act. All employees are required to participate in training on this topic, as provided in conjunction with the Illinois State Board of Education, Illinois Community College Board and the Illinois Board of Higher Education. Such training will be coordinated but the Human Resources Office. The reporting obligations pursuant to this policy apply to employees when they have reasonable cause to believe that a child known to the employee in the employee's professional or official capacity as an employee of the College may be an abused or neglected child.

Reporting Obligations

All College employees must immediately report suspected child abuse or neglect when they have reasonable cause to suspect that such abuse or neglect has occurred to a child under the age of eighteen. The report is to be made to the State Central Register via its toll-free number (1-800-25A-BUSE) or to the nearest DCHS office. Upon making such report, the employee must also notify the College President's Office so that any additional appropriate action can be taken. In determining whether there is credible suspicion for such a report to be made, a reporter should use an objective/reasonable person test and should not consider personal opinions of either the alleged abuser or the aged child victim. Once a report has been made, the reporter is required to provide follow up information and cooperation in any investigation, as required by DCFS.

Investigations

The investigation into the accuracy of any report of child abuse or neglect shall be conducted by DCFS and law enforcement, where appropriate. The College will conduct any necessary disciplinary investigation of its personnel base on a report of child abuse or neglect perpetrated by a College employee.

Rights of Mandated Reporters

All rights of mandated reporters of the College as allowed in any collective bargaining agreements, including the right to legal or union representation, shall apply except to the extent such rights are inconsistent with the ANCRA and this policy. The College shall not discharge, demote or suspend, or threaten to discharge, demote or suspend, or in any manner discriminate against any employee who makes any good faith oral or written report of suspected child abuse or neglect, or who is or will be a witness or testify in any investigation or proceeding concerning a report of suspected child abuse or neglect. Mandated reporters are entitled to immunity for any report of child abuse or neglect under this Act, so long as the report is made in good faith.

Penalties for Violations

Employees who violate this policy and/or the ANCRA, as amended by Public Act 97-0811, are subject to disciplinary action, as well any penalties set forth in the ACT.

Approval History: Replaces Mandated Reporting Policy 2.065 approved 9/24/2012