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Child Abuse and/or Neglect  
**REPORTING POTENTIALLY MISSING OR ABUSED CHILDREN  
(M)**

8462 CHILD ABUSE AND/OR NEGLECT  
REPORTING POTENTIALLY MISSING OR ABUSED CHILDREN (M)

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/or neglect. The Board will cooperate with state government, Randolph Township Police and the Division of Youth and Family Services (DYFS) in the identification and reporting of cases of child abuse, missing children, and/or neglect in accordance with law.

School personnel, compensated and uncompensated (volunteer), having reasonable cause to believe that a child is missing or has been subjected to child abuse and/or neglect or acts of child abuse and/or neglect as defined under N.J.S.A. 9.6-8.9 shall immediately report to DYFS and the Randolph Township Police (see N.J.S.A. 9.6-8.10, & N.J.S.A. 18A:36-25). School personnel reporting such abuse and/or neglect shall inform the school Principal or his/her designee of the report after the DYFS referral has been made. However, if the person reporting reasonably believes that such notice would likely endanger the referrer or child(ren) involved or when the person reasonably believes that such disclosure would result in retaliation against the child or in discrimination against the referrer with respect to his/her employment, notice of the report will be given to the Superintendent or a member of the Superintendent's staff.

The Board of Education and administration assure all school personnel there will be no employment discrimination in regards to compensation, hire, tenure or terms, conditions or privileges of employment upon making a good faith report or causing such report.

The Superintendent will provide for periodic in-service training of school personnel regarding detection and reporting of child abuse and/or neglect. The Board and administration will cooperate with DYFS to investigate reports and provide staff to comfort and support the child(ren) during DYFS interviews and investigations. The Board and administration will permit DYFS to remove pupils from school during the course of the day to protect the child(ren) and cooperate to relocate child(ren) to another school if necessary.

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~~The Board and administration will release, in accordance with N.J.S.A. 18A:36-19 and N.J.A.C. 6:3-6 et seq., all pupil records of the child(ren) under investigation that are deemed to be relevant to the assessment or treatment of child abuse and/or neglect. School district records of child abuse and/or neglect shall be kept confidential and disclosed only as prescribed by N.J.S.A. 9:6-8.10a., N.J.S.A. 18A:36-19, and N.J.A.C. 6:3-6 et seq.~~

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

~~Information regarding allegations of child abuse by a school employee shall be confidential and may be disclosed only as required in order to cooperate with DYFS investigations or by court order. These records shall be maintained in a secure place and be accessible only to the Superintendent and his/her designee.~~

~~Temporary reassignment or suspension of school personnel alleged to have committed an act of child abuse and/or neglect shall occur if there is reasonable cause to believe the life or health of the alleged victim or other child(ren) is in imminent danger due to continued contact between the staff member and the child(ren). All records of alleged child abuse shall be removed from the staff member's file if the school district receives official notice from DYFS that the allegation was unfounded. An unfounded allegation shall not be used against the employee for any purpose relating to employment.~~

~~The Superintendent will develop regulations for the reporting of child abuse and/or neglect and for cooperation with DYFS in child abuse and/or neglect investigations. Policy and Regulation 8462 will be submitted to the County Superintendent for review and approval pursuant to N.J.A.C. 6A:16-10.2(a).~~

~~N.J.S.A. 2A:4A-85; 2C:24-4  
N.J.S.A. 9:6-8.8 et seq.  
N.J.S.A. 18A:36-25  
N.J.A.C. 6A:16-10.1 et seq.~~

~~Formerly Policy 560.4 — Adopted: 15 November 1988  
Revised: 12 December 1989; 15 March 2006; 17 January 2007~~

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The district provides this policy for its employees, volunteers, or interns providing for the early detection of missing, abused, or neglected children through notification of, reporting to, and cooperation with the appropriate law enforcement and child welfare authorities pursuant to N.J.S.A. 18A:36-25 and N.J.S.A. 9:6-8.10.

Employees, volunteers, or interns working in the school district shall immediately notify designated child welfare authorities of incidents of alleged missing, abused, and/or neglected children. Reports of incidents of alleged missing, abused, or neglected children shall be reported to the New Jersey State Central Registry (SCR) at 1-877 NJ ABUSE. If the child is in immediate danger a call shall be placed to 911 as well as to the SCR.

The person having reason to believe that a child may be missing or may have been abused or neglected may, prior to notifying designated child welfare authorities, inform the Building Principal or designee if the action will not delay immediate notification. The person notifying designated child welfare authorities shall inform the Building Principal or designee of the notification, if such had not occurred prior to the notification. Notice to the Building Principal or designee need not be given when the person believes that such notice would likely endanger the informer or student involved or when the person believes that such disclosure would likely result in retaliation against the student or in discrimination against the informer with respect to his or her employment.

The Building Principal or designee upon being notified by a person having reason to believe that a child may be missing or may have been abused or neglected, must notify appropriate law enforcement authorities of incidents of

potentially missing, abused, or neglected child situations. Notification to appropriate law enforcement authorities shall be made for all reports by employees, volunteers, or interns working in the school district. Confirmation by another person is not required for a school district employee, volunteer, or intern to report the suspected missing, abused, or neglected child situation.

School district officials will cooperate with designated child welfare and law enforcement authorities in all investigations of potentially missing, abused, or neglected children in accordance with the provisions of N.J.A.C. 6A:16-11.1(a)5.

The Superintendent will serve as the district's liaison to designated child welfare authorities to act as the primary contact person between the school district and child welfare authorities with regard to general information sharing and the development of mutual training and other cooperative efforts. The Superintendent will serve as the district's liaison to law enforcement authorities to act as the primary contact person between the school district and law enforcement authorities, pursuant to N.J.A.C. 6A:16-6.2(b)1, consistent with the memorandum of understanding, pursuant to N.J.A.C. 6A:16-6.2(b)13.

An employee, volunteer, or intern working in the school district who has been named as a suspect in a notification to child welfare and law enforcement authorities regarding a missing, abused, or neglected child situation shall be entitled to due process rights, including those rights defined in N.J.A.C. 6A:16-11.1(a)9.

The Superintendent shall provide training to school district employees, volunteers, and/or interns on the district's policy and procedures for reporting allegations of missing, abused, or neglected child situations. All new school district employees, volunteers, and/or interns shall receive the required information and training as part of their orientation.

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The Board of Education and administration assure all school personnel there will be no retaliation against any person who, in good faith, reports or causes a report to be made of a potentially missing, abused, or neglected child situation pursuant to N.J.S.A. 9:6-8.13.

N.J.S.A. 18A:36-24  
N.J.A.C. 6A:16-11.1

Formerly Policy 560.4      Adopted: 15 November 1988  
Revised: 12 December 1989; 15 March 2006; 17 January 2007;