

**DODGELAND SCHOOL DISTRICT  
Board Policy Manual**

454

**CHILD ABUSE AND NEGLECT**

The Dodgeland School District is concerned with the health and safety of all children and recognizes the legal and ethical obligations of school employees to report suspected or threatened child abuse or neglect. Therefore, the Board expects school employees to carry out such obligations in accordance with state law requirements and established District procedures.

Any school employee having reasonable cause to suspect that a child seen in the course of professional duties has been abused or neglected, or having reason to believe that a child has been threatened with abuse and that abuse will occur, shall immediately report, by telephone or personally, that suspicion or belief to county child protective services or law enforcement personnel.

A school employee making a child abuse or neglect report shall inform the building principal or, in his/her absence, the District Administrator, so they are aware of the situation. School employees may also consult with student services staff on the reporting process and any necessary follow-up activities. No building principal or other school employee may attempt to delay, modify or prevent any report of suspected or threatened child abuse or neglect.

It is not the responsibility of school employees to investigate child abuse or neglect reports or to prove that abuse or neglect has occurred or will occur, nor to determine whether the child is in need of protection. School employees shall not contact the child's family or any other person to determine the cause or source of any suspected or threatened abuse or neglect. Investigation of child abuse and neglect reports is the legal responsibility of trained county child protective services and/or law enforcement personnel.

All information pertaining to a child abuse or neglect report shall be kept confidential, including the identity of the reporter, and shall only be shared with those individuals specifically authorized by law to have access to that information.

No school employee shall be discharged from employment for making such a report. Further, no person who makes a child abuse or neglect report in good faith shall be disciplined or otherwise discriminated against in regard to employment, or threatened with any such treatment, for making the report. State law grants immunity from civil or criminal liability for districts and school employees who participate in good faith in making reports.

School employees may be subject to school disciplinary action, as well as penalties under state law, for failure to report suspected or threatened child abuse or neglect, or for divulging confidential child abuse and neglect report information to an unauthorized person. If a school employee or student is suspected of misconduct under this policy, the District shall conduct its own internal investigation to determine appropriate discipline and other actions.

The District Administrator shall establish any necessary procedures to implement this policy and to comply with state law. To maintain awareness on the part of school employees of their child abuse and neglect reporting responsibilities under this policy and state law, each school employee shall participate in required training in identifying and reporting child abuse and neglect. In addition, school employees shall be informed of this policy and implementing procedures annually through the employee handbook and through other means deemed appropriate by the District Administrator.

LEGAL REF:	Sections	48.02 Wisconsin Statutes
		48.981
		115.31
		118.01(2)(d)8
		118.07(5)

118.125  
118.126(1)

Family Educational Rights and Privacy Act

CROSS REF: 454-Rule, Procedures for Child Abuse/Neglect Reporting  
347-Rule, Guidelines for the Maintenance and Confidentiality of Student Records  
411.1, Student Sexual Harassment  
445, Student Interviews with Law Enforcement Officers  
720, School Safety Program

Approved: January 19, 1998  
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