



Keeping UW Campus Communities Safe for Children

University of Wisconsin System

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Welcome & Introductions

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Purpose of Workshop

- Executive Order #54
- Implications
- Train the Trainer

Training Overview

- Child Abuse and Neglect in Wisconsin
- Executive Order #54
- WI Definitions of Child Abuse and Neglect
- Warning Signs and Symptoms of Child Maltreatment
- System Guidelines and Best Practices
- Reporting Procedures
- Training Resources
- Next Steps

The Foundation for the Protection of Children in Wisconsin

- Does anyone here know where the first child abuse case in the US was reported?
- *In the Best Interests of the Child*
- Cross Cultural Competence in Child Protective Services
- Keeping UW Campus Communities Safe for Children

Realities of Child Abuse and Neglect

- 4 children die in the United States every day from child abuse or neglect.
- How often does this happen in Wisconsin?

Source: Children's Service Society of Wisconsin, <http://preventchildabusewi.org> and <http://www.acf.hhs.gov/programs/cb/pubs/cwo04-07/cwo04-07.pdf> retrieved 2/3/12

State of Wisconsin (2010)

In 2010, Wisconsin recorded:

44,941 allegations made involving *33,436 children*

Out of every 1,000 children 3.7% were victims of child maltreatment

Executive Order #54

All UWS employees must immediately report child abuse or neglect if, in the course of employment, a UWS employee observes an incident or threat of child abuse or neglect, or learns of an incident or threat of child abuse or neglect, and the employee has reasonable cause to believe that child abuse or neglect has occurred or will occur.

Executive Order #54

- Report must be made in person or by telephone to one of the following:
 - County department of social services or human services
 - County sheriff, or city, village, town or university police

Executive Order #54

- Requires UWS employees who are mandatory reporters under Wis. Stat. § 48.981(2)(a) to comply with requirements of state mandatory reporter law.
- What professions are mandatory reporters under state law?

Definition of “Child”

For purposes of reporting child abuse and neglect, a “child” is a person who is less than 18 years of age.

Definition of “Abuse”

Abuse of a child includes the following categories:

- Physical abuse
- Sexual abuse
- Emotional abuse
- Manufacture of Methamphetamine

Definition of “Neglect”

- Wisconsin law defines neglect as the “failure, refusal or inability on the part of a *caregiver*, for reasons *other than poverty*, to provide necessary care, food, clothing, medical or dental care or shelter so as to seriously endanger the physical health of the child.”

Types of Neglect

- Physical
- Lack of supervision/abandonment
- Medical (life threatening)
- Failure to thrive (malnutrition)

Warning Signs of Neglect

- What do you think would be the warning signs for child neglect?

Warning Signs of Neglect

Regular or frequent:

- Soiled clothing or inadequate clothing
- Hunger
- Listlessness or fatigue
- Poor hygiene
- Untreated medical issues

Behavioral Warning Signs of Neglect

- Poor relationships, withdrawal from others
- Seeking attention
- Low self-esteem
- Hoarding or stealing food

Using the Warning Signs of Neglect

Ask yourself the following questions:

- How many warning signs do you see?
- Are the warning signs regular or frequent?
- Could the student's physical health be seriously endangered?

Small Group exercises

CASE EXAMPLE: NEGLIGENCE

Scenario: Child Neglect

- You work for a UW program that provides supplemental educational services to school-aged children during the summer.
- During the first ten days of the program, you notice that one student has “forgotten” to bring his lunch 6 times.
- His clothes often look too small for him although he is much smaller than his peers.
- He usually puts his head down on the desk or table and rarely interacts with others.

“Abuse” as Physical Abuse

- Physical abuse is defined as “physical injury” inflicted on a child by other than accidental means by any other person including:
 - Lacerations
 - Fractured bones
 - Burns
 - Severe or frequent bruising
- Corporal punishment?

Warning Signs of Physical Abuse

- Bruises around the cheeks, abdomen, thighs, or midway between the wrist & elbow
- Bruises that are different colors
- Bruises that are in the shape of an object
- Bruises on multiple parts of the body
- Adult-sized, human bite marks
- Burns, especially from objects like cigarettes & irons

Using the Warning Signs of Physical Abuse

- You can use these warning signs & the questions below to help determine if a report needs to be made
 - Does the student's explanation for the injury make sense to you?
 - Is the student evasive about sharing how the injury occurred?

Small Group Exercise

CASE EXAMPLE: PHYSICAL ABUSE

“Abuse” as Sexual Abuse

Abuse of a child includes any of the following:

- Sexual intercourse or sexual contact with a child under the age of 16 or with a 16 or 17 year old child without his or her consent under Wis. Stat. §§ 940.225, 948.02, 948.025, or 948.085;
- Sexual exploitation of a child;
- Permitting, allowing or encouraging a child to violate the statute prohibiting prostitution;
- Causing a child to view or listen to sexual activity;
- Exposing genitals or pubic area to a child or exposing a child’s genitals or pubic area;

Warning Signs of Sexual Abuse

- What are some of the implications of sexual abuse?
- What are the warning signs of sexual abuse?

Warning Signs of Sexual Abuse

- Extreme secrecy, compliance, or withdrawal
- An unusual fear of people from one gender or with specific characteristics (e.g., a deep voice)
- Very seductive behavior
- Unusual knowledge about sex for age
- Sexual play with peers that goes beyond curiosity

Questions to consider in evaluating possible sexual abuse

- Does the child report having sexual contact with another person?
- Has the child been exploited sexually in some way?
- Has the child been exposed to sexual content?
- How is age a factor in these questions?

Small Group Exercise

**CASE EXAMPLE: SEXUAL
ABUSE**

“Abuse” as Emotional Damage

Emotional abuse is defined as “emotional damage” for which the child’s parent, guardian or legal custodian has neglected, refused or been unable for reasons *other than poverty* to obtain the necessary treatment or to take steps to ameliorate the symptoms.

Warning Signs of Emotional Damage

- What are some of the warning signs of emotional damage?
- The difficulties associated with this category of abuse.

Warning Signs of Emotional Damage

- Physical reactions:
 - wetting or soiling themselves, headaches, stomach aches,
- Emotional reactions:
 - sudden fearful behavior, feelings of having little self worth, inappropriate emotions
- Behavioral reactions:
 - social withdrawal, difficulty concentrating, compulsive attention to detail, rocking, head banging, cruelty to animals

Warning Signs of Emotional Damage

- Severe anxiety, depression, withdrawal, aggressive behavior
- Substantial change in child's behavior, emotional response
- Development of atypical behavior for age or development

Small Group Exercise

CASE EXAMPLE: EMOTIONAL DAMAGE

“Abuse” as Manufacture of Meth

It is child abuse to manufacture methamphetamine under any of the following circumstances:

- With a child physically present
- In a child’s home (includes the premises of a child’s home or a motor vehicle located on the premises of a child’s home)
- Under any other circumstances in which a reasonable person should have known that the manufacture would be seen, smelled, or heard by a child

Institutional Response to Executive Order #54:
Best Practices

**KEEPING UW CAMPUS
COMMUNITIES
SAFE FOR CHILDREN**

UWSA Guidelines

A. Executive Order 54 states that UWS employees must make a report of child abuse or neglect if, in the course of employment, a UWS employee observes an incident or threat of child abuse or neglect, or learns of an incident of child abuse or neglect, and the employee has reasonable cause to believe that child abuse or neglect has occurred or will occur. A report must be made personally or by telephone to the county department of social services or the county department of human services, or to law enforcement (county sheriff or the city, village, town, or university police department).

Questions about reporting
BEST PRACTICES

How do we know when to file a report?

- Obtain only enough information to decide whether a report is needed.
- Suspicion is enough.
- Child Protective Services or law enforcement will investigate.

Reporting: Who & When

- Who makes the actual report?
- How soon after I receive the information should I make the report?
- How do I inform the child and/or parents that I will be filing a report?

Who do I call?

- Call Child Protective Services in your County
 - <http://dcf.wisconsin.gov/Children/CPS/cpswimap.htm?ref=hp>
- Call local law enforcement agency
- Call 911 if the child is in imminent danger

What will filing a report be like?

- What information should I have in front of me when I make the report?
- What questions will they ask me?
- Does every report result in action?

Filing a report: Child Protective Services (CPS)

- Information about the child, parents, suspected abuser (names, address, phone number, date of birth)
- Specifics of the reported or observed abuse or neglect
- Any information received from the child

What if I am not sure?

- It is common for someone to be unsure if a report should be made
- It is OK to talk to someone else who can help to determine if a report is necessary
- *Talking to someone else may not delay a report*
- *Any person making a report of child abuse or neglect in good faith is immune from civil or criminal liability that results from the report.*

What if I don't report?

- Employment risks
- Civil liability (family or victim may file suit against institution and alleged abuser)
- Criminal penalties

Are reports confidential?

- Reports should be kept confidential unless a limited exception applies.
- In general:
 - The county, local law enforcement may not share any identifying information about a University employee who makes a report
 - The University (and its employees) must keep all related records about the report confidential
 - Protect child
 - Avoid interest discussions not tied to a necessary purpose

Does FERPA affect reporting?

- Observations are not “education records” unless reduced to writing.
- May disclose information from education record without student consent if:
 - To school officials with a “legitimate educational interest”
 - For a health and safety emergency
 - Permits disclosure to “appropriate party” where necessary to protect health or safety of student or others
 - What is an “emergency?”

Follow Up Support

- Common questions employees may have after filing a report:
 - Will CPS follow up with me?
 - How will I know if the child is safe?
 - Will my identity be disclosed?
 - Have I satisfied my employment obligation?

UWSA Guidelines

B. Each institution should develop policies and procedures that provide further guidance regarding Executive Order 54, address the ways in which the institution will educate employees and volunteers about reporting child abuse and neglect, and mechanisms for ensuring compliance with reporting obligations.

Campus Policy, Procedures, Best Practices

- Campus policy and guidelines to address:
 - Education and training
 - Reporting
 - Documentation
 - Background checks and other safeguards
- Follow up
- Resources

Establishing Campus Structure

- What campus policies and procedures are in place for documenting a report about child maltreatment?
- Would creating a standard form guide your employees?
- What type of record keeping system does your campus have in place that could be used for verifying compliance on reporting child maltreatment?
- Who would you send the documentation to?
- What is the Supervisor's role in following-up on documentation?

C. No UWS employee making a report of child abuse or neglect in good faith may be discharged from employment, disciplined or otherwise discriminated against in regard to employment, or threatened with any such treatment because that employee made a report in good faith.

D. A UWS employee who is a mandatory reporter by profession under Wis. Stat. §48.981(2) (e.g., health practitioner, social worker, law enforcement officer, child care provider) must continue to comply with the state mandatory reporter law requirements.

UWSA Guidelines on Training and Education

CAMPUS GROUP EXERCISE

[HTTP://WWW.WISCONSIN.EDU/GC-OFF/CHILD-SAFETY/INDEX.HTM](http://www.wisconsin.edu/gc-off/child-safety/index.htm)

E. Each institution should develop a policy outlining how UWS employees and volunteers on its campus will receive training or education on the subject of child abuse and neglect; this training or education may differ depending upon

(1) the type and degree of contact the individual may have with children on campus or

(2) other training or education regarding mandatory reporting an individual might receive due to his or her profession.

Education & Training Topics

Training and education may include the following:

1. Reporting requirements;
2. Definitions and examples of child abuse and neglect;
3. Procedures and best practices for reporting;
4. Protections for employees making a report in good faith;
5. Resources.

Training Standards Exercise

- Who should be in charge of developing the training model for your campus?
- Who should be trained on your campus?
- Are there different levels of training needed based on position?
- How frequently should you train your employees?
- Face to face training – vs.- online training
 - What are some of the guidelines for online training?

Additional UWSA Guidelines

BEST PRACTICES

F. Each institution should review its background check policies to determine whether the policies are adequate for employees and volunteers who may have contact with children on campus. Whether these policies need to be amended for certain groups of employees or volunteers may depend upon the type and degree of contact the individual may have with children on campus in the course of employment or volunteer duties.

G. Each institution should review its policies and procedures related to facility use where children will be present and the procedures for contracting with third parties expected to have contact with or access to children to ensure proper safeguards are in place.

Camps and Programs on Campus

- Consider DHS Administrative rules as best practices
- Prohibit staff from being alone with a minor
- Require adequate staff-to-child ratio
- Background checks (including volunteers)
- Know location of children at all times
- Communicate with law enforcement
- Provide training to staff and volunteers
- Maintain registers for sign-in and sign-out
- Behavior code and consequences

Executive Order #54 Resources

[HTTP://WWW.WISCONSIN.EDU/GC-OFF/CHILD-SAFETY/INDEX.HTM](http://www.wisconsin.edu/gc-off/child-safety/index.htm)

- WI Child Welfare Professional Development System <http://wcpds.wisc.edu/related-training/mandated-reporter/>
- Dibble, N, (2012) WI Dept. of Public Instruction <http://dpi.wi.gov/sspw/can.html>
- Henderson, W. (2011) WI Dept. of Children and Families Annual Report <http://www.dcf.wisconsin.gov/cwreview/reports/CAN.htm>

Next Steps

- Form or join a committee at your institution
- Review existing policies and procedures
- Develop policies and procedures as necessary
- Evaluate and address areas of risk
- Seek out institutional and community resources
- Evaluate and determine training priorities
- Offer to train others

Any Questions?

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Thank you for your participation

- This presentation is intended to provide an overview of Wisconsin law and practices.
- The specifics of each situation will determine whether a report should be made.
- Please contact an attorney in the Office of General Counsel or your local campus counsel if you are uncomfortable with something you have heard or seen and are unsure what to do.