



CITY SCHOOL DISTRICT OF ALBANY CHILD ABUSE AND MALTREATMENT

The Board of Education recognizes that because of their sustained contact with school-aged children, district employees are in a unique position to identify abused or maltreated children and to refer them for treatment and protection.

Pursuant to applicable law, any school official or employee who has reasonable cause to suspect that a child has been subjected to abuse or maltreatment will immediately report this information to the building principal. The principal will contact the Office of Pupil Personnel Services, which in turn will contact the New York State Central Register of Child Abuse and Maltreatment or the appropriate law enforcement agency.

Any school official or employee who has cause to suspect that the death of any child is the result of child abuse or maltreatment must report that fact to the building principal. The principal will contact the Office of Pupil Personnel Services, which in turn will contact the New York State Central Register of Child Abuse and Maltreatment or the appropriate law enforcement agency.

If after consulting together, the principal and the Office of Pupil Personnel Services feel that the subject of a report or the circumstances described within the report absolutely do not fit the legal definition or standard of abuse or maltreatment, they may determine that a report is inappropriate and notify the source of the original information of their decision. They may not, however, prevent that source from making a report to the Central Register if s/he is so inclined.

School employees and officials will not contact the child's family or any other person to determine the cause of the suspected abuse or maltreatment. It is not the responsibility of the school official or employee to prove that the child has been abused or maltreated.

School employees and officials will not contact the child's parents or guardians to inform them that a report of suspected child abuse and maltreatment was initiated, as such actions could interfere with the Child Protective Services investigation. In accordance with the law, any district employee who knowingly and willfully fails to report an instance of suspected child abuse or maltreatment may be guilty of a Class A misdemeanor, civilly liable for damages proximately caused by such failure, and subject to disciplinary action by the Board of Education. District staff who in good faith make a report of child abuse and maltreatment or take photographs of injuries have immunity from any liability, civil or criminal, that might result from such actions.

The district will cooperate to the extent possible with the Albany County Department of Social Service Child Protective Services and appropriate law enforcement agencies during the investigation of suspected child abuse and maltreatment.

The district will appoint an individual who will act in an advisory capacity for all matters related to child abuse and maltreatment. That individual will also act as the liaison between the district and Child Protective Services, as well as local law enforcement agencies, in all matters related to child abuse and maltreatment.

The district will maintain an ongoing training program, which will address the identification and reporting of child abuse and maltreatment and the district's policy regarding the same. Attendance at this training will be required of all district employees and will be noted in personnel files.

This policy and the related procedures will be included in all employee handbooks and distributed annually to all new personnel.

The superintendent will implement all regulations which are necessary to accomplish the intent of this policy.

Failure to comply with this policy may result in disciplinary action by the Board of Education.