

# Child Abuse and Neglect Policy

Policy No. 110

The policies of PSESD Early Learning program concerning child abuse and neglect will be:

1. To insure the well-being and protection for children enrolled in the program.
2. To promote early recognition and referral of families at risk of child abuse and neglect.
3. To stress prevention of child abuse and neglect through additional opportunities for development of parenting skills, information and referrals regarding community resources.
4. To maintain a cooperative and positive relationship with agencies providing services to families.
5. To inform and educate all staff regarding their legal responsibilities regarding child abuse and neglect reporting.
6. To foster a helpful, supportive attitude by all staff toward any family experiencing abuse and/or neglect issues.
7. To successfully improve outcomes for children at risk: A.) Be culturally aware and sensitive as well as aware of one's own bias. B.) Identify and understand the importance of a child's natural community including family (paternal and maternal), ethnicity, race, and cultural ties.

## Reporting

Any employee who has reasonable cause, without discriminatory or malicious intent, to believe that a child has suffered child abuse or neglect, shall ensure a report is made to Child Protective Services (CPS) or to the proper law enforcement agency as provided in RCW 26.44.040.

Employees will cooperate fully with CPS and will not undertake independently to intervene or investigate in cases of suspected abuse or neglect.

Employees will preserve confidentiality in accordance with state law and the PSESD Confidentiality Policy.

## Subcontractor Responsibilities

The PSESD Early Learning Program Child Abuse and Neglect Policy, Procedures, and parents'/guardians' rights as referenced in RCW Chapter 26.44 will be outlined and distributed at parent orientation meetings or by other means at the start of the school year.

Each employee of an Early Learning subcontractor is governed by the employing agency, center, or school district's child abuse policy and procedures, which must comply with current state laws and regulations.

Subcontracting agencies that do not have their own policy will follow the PSESD Child Abuse and Neglect Policy and Procedures.

## Training and Orientation

Any staff who have the possibility of coming in contact with children must complete the PSESD online training on Child Abuse and Neglect found in Litmos. Training must be completed by new staff within two weeks of hire. For returning staff, training must be completed annually before the start of the school year.

The information related to staff or volunteer behavior with children, including related policies and procedures, will be provided by the individual's supervisor during new employee orientation and will be discussed during new employee training. Center employees will review this information with volunteers during orientation or one-on-one prior to volunteering.

Approved by Policy Council: July 19, 2016

Approved by Board of Directors: August 13, 2016