

CHILD PROTECTION

Employee Reporting Abuse Policy:

All Staff (Instructors, Coaches, Volunteers, Parents, Guardians) of Overtime Athletics are mandatory reporters of any known or suspected child abuse. All reports must be made to the appropriate law enforcement authorities within 24 hours; the abuse does not need to be confirmed.

Counselors, Coaches, Instructors, and Directors will report child abuse or neglect in the following manner:

If you suspect abuse or neglect you have a social responsibility to report it. Employee shall immediately report suspected child abuse or neglect to the local department of social services, or report the suspected incident to a local law enforcement agency. Your CONFIDENTIAL call (report) will not only make sure the child is safe, but also help provide the child's family with the services they need to provide a safe, loving and nurturing home.

What are Child Abuse and Neglect?

Child abuse is the mistreatment of a child under the age of 18 by:

- A parent or their romantic partner
- An immediate relative or someone living in their home
- A caretaker such as babysitter or daycare worker
- Any person responsible for the child's welfare, such as health care provide, educator, coach, or youth program volunteer

The mistreatment can either result in injury or put the child at serious risk or injury. Child abuse can be physical (i.e. bruises or broken bones), sexual (i.e. fondling or incest), or mental (emotional injury or psychological illness)

Neglect is the failure of a parent or caretaker to meet "minimal parenting" standards for providing adequate supervision, food, clothing, medical care, shelter or other basic needs

Staff member reporting the incident should be able to provide the following information:

- a. The name and home address of the child and the parent or other individual responsible for the care of the child;
- b. The present location of the child;
- c. The age of the child;
- d. The names and ages of the other children in the home;
- e. The nature and extent of injuries or sexual abuse or neglect of the child, including any information known to the individual making the report of previous possible physical or sexual abuse or neglect;
- f. The information available to the individual reporting:
 - i. Which might aid in establishing the cause of the injury or neglect;
 - ii. About the identity of the individual or individuals responsible for abuse or neglect; and
- g. If reporting abuse or neglect of a child involving mental injury, a description of the substantial impairment of the child's mental or psychological ability to function that was observed and identified, and why it is believed to be attributable to an act of maltreatment or omission of proper care and attention.