



ANGLICAN DIOCESE OF CHRIST OUR HOPE

Policy Manual for the Protection of Children

ANGLICAN DIOCESE OF CHRIST OUR HOPE

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Last Update: 11.14.2019

November 14, 2019

Dear Clergy and Lay Leaders:

Greetings in our Lord Jesus Christ. I am profoundly grateful to be able to forward to you the Diocese of Christ our Hope's Policy Manual for the Protection of Children. This policy is the result of years of dedicated work by a team of people who have, on behalf of the Diocesan Council and Staff, fulfilled a charge to research and develop a strong, workable policy designed to guard the safety of the children entrusted to our care.

This manual prescribes a proactive and preventive approach for the protection of children to be undertaken in every parish in the Diocese, and it is genuinely as important as any ministry of the local church or the Diocese.

No single resource can comprehensively cover every contingency for the safety of our children; therefore, this policy may be amended from time to time at the discretion of the Diocesan Council and the Committee for Safe Parishes. We will keep you informed of any changes, but until further notice, this policy establishes requirements and standards for every church in our Diocese in its ministry to and with children.

Because this is an official policy of the Diocese, it is not optional: it is mandatory. The deadline for enacting all dimensions of this Child Protection Policy is November 7, 2020.

The Office of Chancellor as well as the Diocesan Council and Staff are committed to assist you in understanding the issues we face in this area and to help you in implementing preventive programs that ensure the safety of our children and youth. We are also available to help counsel you through the process of responding to allegations or responding to any unfortunate instances of actual abuse. Please contact us if you need support or help in any way.

May God be glorified in all we do, and may he protect and preserve our children in love!

Grace & peace,

The Right Rev'd Dr Steven A Breedlove

Bishop, Diocese of Christ our Hope

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INTRODUCTION

Who Is Responsible for Implementing This Policy?

The Rector has the primary responsibility for implementing and overseeing this policy within his local church. If there is no Rector, with the approval of the Bishop, the Priest-in-Charge, Deacon(s), Lay Leader, or Senior Warden will be responsible for implementing and overseeing this policy.

Diocesan Policy on Child Abuse

The Diocese does not tolerate any form of child abuse involving clergy, lay employees, consultants, volunteer leaders and helpers, or other persons/visitors who may be present with children participating in church ministries. For purposes of this policy, “child(ren)” refers to any individual(s) under the age of 18.

Defining Child Abuse

Each state defines child abuse differently. The “State Reporting Statutes” Attachment references various state statutes defining abuse.

Child abuse includes the physical, emotional, or sexual abuse of a child, including neglect and exploitation.

Child sexual abuse can include any form of activity in which a child is used for the sexual pleasure or satisfaction of a perpetrator. While child sexual abuse often involves physical touching—fondling, oral, genital and anal penetration, intercourse and rape—it also can include verbal comments, obscene phone calls, exhibitionism, or allowing children to watch sexual activity or pornographic videos. Child sexual abuse may be violent or nonviolent.

The perpetrator of child abuse can be a parent, guardian, custodian, caretaker, neighbor, clergy, lay church employee, consultant, coach, volunteer leader and helper, or other person/visitor who may be present with children. The perpetrator may also be another child.

Child neglect occurs when a parent, guardian, custodian or caregiver does not adequately provide for the child and that inactivity leads to the child's needs not being met. For purposes of this policy, the phrase “child abuse” will include child abuse and neglect as defined above.

Standards for Churches in the Diocese of Christ Our Hope

Every congregation, mission, and church plant (hereinafter, “churches”) in this Diocese is required to follow the laws regarding child abuse that apply in its jurisdiction, including reporting suspected child abuse to appropriate legal authorities.

In addition, each church is expected to implement and apply the following procedures to prevent, identify, and respond to child abuse:

- To Prevent Abuse by:
 - Screening all persons who interact with children, including clergy, lay employees, consultants, volunteer leaders and helpers, or other persons/visitors who may be present with children participating in church ministries or events
 - Establishing guidelines for interacting and communicating with children
 - Establishing guidelines for physical space utilized for activities involving children
- To Identify Abuse by:
 - Requiring periodic (in-house or on-line) training of church leaders and all others involved in children’s ministries to recognize signs of possible abuse
- To Respond to Possible Abuse by:
 - Complying with state laws
 - Notifying and documenting the reporting of suspected abuse to proper authorities and Diocesan leadership, and following up on the response to possible abuse

- Complying with all requirements related to abuse as stated in the churches' liability insurance policies

PREVENTION

Screening Those Who Work With Children

The following screening is required for all clergy, employees, and volunteers who work with children:

Screening Clergy Within the Diocese

The Diocese will screen potential clergy during the ordination and search process by:

- Conducting personal and professional reference checks.
- Conducting face-to-face interviews of each candidate.
- Requiring potential clergy to state before ordination, and every two years thereafter, whether they have been arrested for, or convicted of, any crime involving child abuse, or committed any act of child abuse; using the "Clergy Statement" found in the Attachments.
- Requiring clergy to certify before ordination, and every two years thereafter, that they have read, understood, and accepted the Diocese's policies on the protection of children.
- Searching the National Sexual Offender Registry before ordination, and every two years thereafter.
- Conducting criminal records checks through a third-party provider before ordination, and every two years thereafter.
- Documenting in writing and maintaining the information received as a result of the above efforts, in a specific folder designated for each clergy member.
- Requiring clergy to complete bi-annual training on recognition of the signs of potential abuse.

Screening Lay Church Staff, Employees, Consultants, and Paid Workers

Each church is responsible for screening non-ordained church staff, employees, consultants, and paid workers who work with children by:

- Reviewing signed job applications for those working in children's ministries.
- Requesting and conducting personal and professional reference checks before hiring.
- Conducting face-to-face interviews before hiring.
- Requiring potential staff to state before hiring, and every two years thereafter, whether they have been arrested for, or convicted of, any crime involving child abuse, or committed any act of child abuse; using the "Employee or Volunteer Statement" found in the Attachments.
- Requiring all church workers to certify before hiring, and every two years thereafter, that they have read, understood, and agreed to abide by the Diocese's policies on the protection of children.
- Searching the National Sexual Offender Registry before hiring, and every two years thereafter.
- Conducting criminal records checks through a third-party provider before hiring, and every two years thereafter.
- Documenting in writing and maintaining the information received as a result of the above efforts, in a specific folder designated for each individual.
- Requiring lay church staff, employees, consultants, and paid workers who work with children to complete bi-annual training on recognition of the signs of potential abuse.

Screening Volunteers for Children's Ministries

Each church is responsible for screening adult and youth volunteers for children's ministries before they begin volunteering by:

- Conducting face-to-face interviews.
- Requiring church volunteers to complete a written application. A sample written volunteer application is included in the Attachments.
- Searching the National Sexual Offender Registry before the start of volunteering, and every two years thereafter.
- Conducting criminal records checks through a third-party provider before the start of volunteering, and every two years thereafter.
- Asking for references and conducting reference checks of at least two church members.
- Requiring all volunteers to certify that they have read, understood, and agreed to abide by the Diocese's policies on the protection of children; using the "Employee or Volunteer Statement" found in the Attachments.
- Documenting in writing and maintaining the information received as a result of the above efforts, in a specific folder designated for each individual.
- Requiring adult and youth volunteers who work with children to complete bi-annual training on recognition of the signs of potential abuse.

When feasible, church leaders should provide additional protections by:

- Requiring all volunteers who want to interact with children to attend the church for a period of time, no less than six months, before being permitted to work with children.
- Requiring all volunteers who want to interact with children to attend a membership class and join the church.

- If the volunteer is transferring membership from another church, requiring and contacting reference checks from the volunteer's prior church.
- For potential volunteers who are under 18, leaders should consider (1) the length of time the individual's family has been part of the congregation; and (2) the level of involvement of that person in the church, before allowing under-18 volunteers to interact with children.
- Documenting in writing and maintaining the information received as a result of the above efforts, in a specific folder designated for each individual.

Standards for Physical Interaction With Children

Past Abusers of Children May Not Participate in Children's Ministry.

No person who has a civil judgment or criminal record involving child abuse, or who has admitted to committing prior child abuse, will be permitted to participate in any children's ministry of any church of this Diocese.

Two Screened Adults Will be Present With Children At All Times.

All activities involving children shall be supervised by two or more unrelated screened adults at all times. During the one year compliance grace period (see cover letter from Bishop Steve Breedlove), alternative controls may be implemented (glass doors, open doors, hall monitoring) if two adults are not available for the activity. No child will be left unattended in a building or on other property before, during, or after a church activity is concluded. If an under-18 volunteer is allowed to participate in children's ministries, at least one unrelated adult staff member or volunteer must be in attendance with the under-18 volunteer at all times.

Interactions Will Take Place In Public and Where Other Adults Are Present.

Interactions with children will take place in a public place where other adults are present. Clergy, staff members, and volunteers should not conduct "private" or unobserved meetings or interact with children when/where other adults are not present.

Only Appropriate Physical Contact Is Permitted.

Appropriate physical affection with children is generally suitable in the church setting.

Examples of appropriate physical affection include: High-Fives; Handshakes; Fist Bumps; “Thumbs Up” signs; Head pats; Side hugs; Smiling; and Pats on the upper back.

Inappropriate physical conduct must be avoided. Examples of inappropriate physical affection include: Wrestling; Extended Tickling; Sitting in Laps (Except For Nursery-Aged Children); Kissing on The Lips; Full Frontal Hugs; Extended Touching; Unwanted Touching; or other “grooming” behaviors.

Diapering of Children Will Occur In Front of Other Screened Adults.

Only screened adults will undertake the diapering of children. Changing of diapers should be done in plain sight either of the child’s parent or one other screened adult. Children should not be left unattended while being changed. Children should be re-diapered and re-clothed immediately upon the completion of changing their soiled diaper.

Toileting Requires the Presence of Two Screened Adults.

Only screened adults will accompany a child to and from the bathroom or participate in toilet training. Two adults will be present at all times. Adults should try to verbally help the child, while the child remains behind the bathroom stall door, before providing physical assistance. If a child requires physical assistance in the bathroom, the stall door will be left partially open. Soiled clothes should be handled by reassuring the child and having two adults present when changing diapers, underwear, and clothing. Alternatively, a parent or legal guardian of the child may be called to assist the child.

Clergy, Staff Members, and Volunteers Will Wear Appropriate Attire At All Times.

Clergy, staff members, and volunteers will never appear naked in the presence of children in their care. Before holding events that may involve the changing of clothes (i.e.: a swimming event, overnight retreat, etc.) the Children’s Ministry Director, Youth Pastor, or Rector will ensure there are appropriate, gender-specific facilities for the changing of clothes, and parents and participants will receive written procedures for showering or changing clothes. These procedures will be repeated verbally at the commencement of the event.

Standards for Verbal Communications With Children

There Will Be No Sexual or Sexually Suggestive Communications with Children.

Clergy, staff members, and volunteers will not engage in any sexual or sexually suggestive communications with children. This includes a discussion of the worker's own personal relationships, dating, or sexual activities.

With the prior approval of, and subject to limitations imposed by the Rector, clergy, staff members and volunteers may employ age-appropriate materials when leading group discussions dealing with human sexuality, sexual abuse prevention, or sexual purity. Parents or guardians of children will be given prior notice and the opportunity to review the prospective materials before they are used, as well as the opportunity to opt-out.

Adults Will Not Engage in Intimidation or Shaming Interactions with Children.

Clergy, staff members, and volunteers must avoid talking to children in a way that is or could be construed as harsh, threatening, intimidating, shaming, derogatory, demeaning, or humiliating. In addition, clergy, staff members, and volunteers are expected to refrain from using profane language in the presence of children.

Children Will be Appropriately Disciplined.

Discipline must reflect Christian values. Corporal punishment when disciplining children is not permitted. Disciplinary activities involving isolation, humiliation, or ridicule are also prohibited.

Standards for Social Media Interactions Involving Children

Social Media Communications Involving Children

Clergy, staff members, and volunteers will refrain from “connecting” with students on social media when students are younger than the minimum age as established by each social media outlet. When social media communications are desirable, one-on-one digital communications should be avoided in favor of communications involving multiple adults.

Photography of Children

Churches will obtain a consent statement on programming registrations that is signed by the parent/guardian before taking or using photography of children. Churches should refrain from posting any personal information about children pictured online or in print publications without prior parental permission.

Planning for Offsite Events

Church leaders planning for events to be held outside the church building that involves children will prepare a “supervisory plan” to ensure the foregoing standards are followed at the offsite event.

The plan will consider appropriate ratios of adults to children to ensure proper oversight of children. All staff for the activity need to be informed of the contents of the supervisory plan.

Leaders of Small Groups or Bible Studies taking place outside of the church should be notified of these policies.

IDENTIFICATION

Training

Each church is responsible for ensuring that clergy, staff members and volunteers who interact with children complete the online Sexual Abuse Awareness Training and accompanying quiz provided by *MinistrySafe* before the start of volunteering and every two years thereafter.

Churches are responsible to identify an individual to serve as the local Supervisor, ensuring that all volunteers have successfully completed the *MinistrySafe* online training and passed the accompanying quiz within the prior two years. The local Supervisor shall deliver a report at least annually to the clergy and the vestry of the church demonstrating that the church is in compliance with this training requirement. The local Supervisor shall deliver a written report annually to the Director of Operations of the Diocese demonstrating that the church is in compliance with this training requirement. Such report shall be due by the church’s regional retreat each year.

NOTIFICATION

Responding and Reporting to Suspected or Reported Abuse

State laws generally require that persons responsible for the care of children report to state authorities when there is reasonable cause to believe that a child has been abused or neglected, or is in danger of abuse or neglect. These laws vary from state to state.

The Rector, and every person responsible for the care of children, should be familiar with the reporting requirements that apply in their state. Questions regarding the application of these laws to a specific situation should be addressed to legal counsel in your state. A summary of these laws are set out in the Attachments.

In addition to complying with applicable law, each church will follow the notification policies set out below.

Adults Will Carefully Listen to the Child Who Reports Abuse.

If a child discloses conduct suggesting abuse, the clergy, staff member, or volunteer receiving such a communication should:

- Respect the child's privacy by finding an appropriate non-threatening place to talk.
- Speak to the child with a second staff member, screened volunteer, or other responsible adult present to hear the child's account.
- Calmly listen, avoiding expressions of shock or outrage.
- Tell the child that he or she is believed, and assure the child that any abuse was not his or her fault.
- If helpful, tell the child that the child was brave to disclose the abuse.
- Avoid questions that could make the child feel responsible or plant ideas that could taint the child's recollection and account. Child victims are often vague in their initial disclosure.

- Write down as accurately as possible what the child disclosed. This information can be used in filing the “Notice of Concern” found in the Attachments.

Discussion about the information disclosed by the victim must be limited to appropriate church and legal authorities, as discussed further below.

Individuals Shall Immediately Report Suspected Abuse to the Rector and Senior Warden.

An individual suspecting abuse must immediately notify the Rector and Senior Warden or his designee of the suspected child abuse. An individual suspecting abuse involving the Rector must immediately notify the Bishop.

The Rector Will Promptly Report Suspected Abuse to Civil Authorities.

Churches will comply with applicable laws in their state and report suspected child abuse as required by law. Voluntary reports of suspected abuse are legally permitted in most states of the Diocese and should be considered, with the assistance of legal counsel, if abuse is suspected and reporting is not mandated by law.

If a report to state authorities is required, the Rector and the individual who initially suspected the abuse will make the report together. If the report involves the Rector, the Bishop and the individual who initially suspected the abuse will make the report together. If a report of suspected abuse is required, the report to appropriate civil authorities must be made within 24 hours (or earlier time if required by state law) of the individual’s receipt of notice of suspected abuse.

The Rector Will Remove the Person Accused of Abuse from Interaction with Children.

The Rector* must cause the person accused of abuse to be immediately removed from any further contact with children.

The Rector Will Report Suspected Abuse to the Bishop and to the ACNA Office.

The Rector must notify the Bishop of the Diocese and the Canon to the Ordinary immediately upon receipt of a report of suspected abuse. The Bishop of the Diocese shall, in turn, immediately notify the Diocesan Chancellor and the ACNA Office. The Bishop or the Chancellor may request periodic

updates of the investigation being conducted and subsequent actions taken at the local church level and/or may initiate his own investigation into the allegations of child abuse.

The Rector Will Notify Parents or Guardians.

If the person accused of abuse is not the child's parent or guardian or otherwise a member of the household, the Rector* or his designee must contact the child's parents or appropriate guardians, notify them of the report, and offer support from the church.

The Rector Will Notify the Church's Outside Legal Counsel.

The Rector* must notify the church's outside legal counsel upon receipt of a report of suspected abuse. If the church does not have legal counsel, the church should consider engaging appropriate legal counsel in the church's jurisdiction.

The Church Will Cooperate with Investigating Legal Authorities.

Subject to advice of the church's legal counsel or direction from the Chancellor or Bishop, the church should cooperate in the investigation conducted by the governmental agency to which the report has been made, as well as any other law enforcement agencies involved with the investigation.

The Rector Shall Notify Appropriate Insurance Carriers.

The Rector* shall promptly notify its liability insurance company upon receipt of a report of suspected abuse.

The Rector Shall Appropriately Document Actions.

The Rector* shall document any actions taken regarding the complaint, and retain that documentation in confidential files. It should be noted that the investigation of suspected child abuse is the legal responsibility of the police or child protective authorities. It is not the responsibility of church leaders to prove that such an incident did or did not take place.

Allow Public Communications to Be Addressed By the Diocese.

The church should safeguard the privacy and confidentiality of all involved by not releasing to the public, including inquiring media, information about the incident. The Rector may communicate to the media in consultation with the Diocese.

Reach Out and Care for Any Victims.

The Rector* will offer appropriate pastoral care and other appropriate assistance to the alleged victim and his/her family.

Appropriately Discipline Abusers.

If the accused is eventually found to be an abuser, Church discipline is appropriate. Consult the Bishop, Diocesan Chancellor, and legal counsel for guidance. Discipline may include separation of an individual from the congregation.

**If a report involves the Rector, the Bishop will perform the tasks assigned to the Rector in these sections.*

Responding to and Reporting Violations of these Policies

Clergy, staff members, and volunteers must promptly report to the Rector whenever clergy, a staff member, or volunteer violates these policies, whether or not such a violation gives rise to abuse. If a Rector violates these policies, the report shall be made to the Bishop.

ATTACHMENTS

Clergy Statement

I have received and read a copy of the Diocese of Christ our Hope's Policy on the Protection of Children. I agree to abide by the policies and procedures outlined therein. I agree to abstain from any behavior that constitutes child abuse as defined by the Policy on the Protection of Children. I have never been convicted of a felony or misdemeanor, nor had such a conviction expunged. I have never committed any act of child abuse.

I understand that if I engage in behavior in violation of the Policy on the Protection of Children or otherwise violate the policies of the Diocese, I will be subject to disciplinary action by the Diocese. I acknowledge that such disciplinary action may result in termination of my employment and, if ordained, inhibition, suspension or deposition according to the Canons of the Diocese.

Signature

Print or type full name

Witness Signature

Witness print or type full name

Date: _____

Return to:

Canon Ben Bowman: bbowman@adhope.org

The Diocese of Christ our Hope

PO Box 52449

Durham, NC 27717

Employee or Volunteer Statement

I have received and read a copy of the Diocese of Christ our Hope's Policy on the Protection of Children. I have had opportunity to ask any questions I may have regarding the Policy on the Protection of Children. I agree to abide by the policies and procedures outlined therein. I agree to abstain from any behavior that constitutes child abuse as defined by the Policy on the Protection of Children. I have never been convicted of a felony or misdemeanor, nor had such a conviction expunged. I have never committed any act of child abuse.

I understand that if I engage in behavior in violation of the Policy on the Protection of Children, or otherwise violate the policies of the Diocese and/or ____ (Parish), I will be subject to disciplinary action. I acknowledge that such disciplinary action may result in termination of my [employment or volunteering] with ____ (Parish) and/or cessation of my participation at ____ (Parish)

Signature

Print or type full name

Witness signature

Witness print of type full name

Date:_____

Return this original to the administrative office of ____ (Parish).

Notice of Concern

Individual(s) of Concern: _____

Date of occurrence(s): _____

Time of occurrence(s): _____

Type of Concern (*check all that may apply*):

☐ Inappropriate behavior with a child or youth

☐ Policy violation with a child or youth

☐ Possible risk of abuse

☐ Other concern:

Describe the situation: What happened, where did it happen, when did it happen, who was involved, who was present? (*use additional sheets if necessary*)

Submitted by: _____

Signature: _____

Date: _____

Telephone Number: _____

Address: _____

Reviewed by: _____

Signature: _____

Date: _____

Title: _____

Volunteer Application

Instructions: *Please complete all of the questions accurately and fully. Attach additional sheets if needed.*

Date: _____

Name: _____

Street address: _____

City: _____

State: _____ Zip: _____

How long at current address: _____

Home Phone: _____

Work phone: _____

Best time to contact you: _____

E-Mail address: _____

Drivers Lic. Number: _____ State: _____

Are you 18 year of age or older? _____

Have you been convicted of any offense except minor traffic violations? _____ Yes _____ No

If yes, explain fully, including year and location of court. Use additional sheets if needed.

Have you ever been charged with child abuse and/or neglect in a civil or criminal proceeding?

_____ Yes _____ No

If yes, explain fully, including year and location of court. Use additional sheets if needed.

Have you ever been arrested for any crime involving child abuse and/or neglect? ____Yes ____ No

If yes, explain fully, including year and location of court. Use additional sheets if needed.

Have you ever had a conviction for child abuse and/or neglect expunged? ____Yes ____ No

If yes, explain fully, including year and location of court. Use additional sheets if needed.

Please list your addresses in the past five years:

For what position are you applying?_____

What interested you about the position for which you are currently applying?

Employment History

*Please complete for your prior employers, covering the past **ten** years. Use additional sheets as necessary for additional employers.*

Current Employer

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Immediate Supervisor's Name: _____

Supervisor's Phone Number: _____

Position Held: _____

Dates of employment: from: _____ to: _____

Previous Employer:

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Immediate Supervisor's Name: _____

Supervisor's Phone Number: _____

Position Held: _____

Dates of employment: From: _____ To: _____

Reason for leaving position: _____

Volunteer Experience

List volunteer experience including experience with children and youth. Use additional sheets as necessary.

Organization: _____

Contact: _____

Phone: _____

Duties: _____

Dates: From: _____ To: _____

Organization: _____

Contact: _____

Phone: _____

Duties: _____

Dates: From: _____ To: _____

Educational History

List your educational history. Use additional sheets as necessary.

Name of School/College: _____

Address: _____

City: _____ State: _____ Zip: _____

Program or degree: _____ Completed (Yes or No)? _____

Name of High school:_____

Address:_____

City: _____State: _____Zip: _____

Program or degree:_____Completed (Yes or No)?_____

Personal/Character References

List references who know you personally and can attest to your character and spiritual maturity.
References must be given by individuals who are not related to you.

Name:_____

Address:_____

City: _____State: _____Zip: _____

Daytime Phone: _____

How long have you known this person?_____

Relationship to you:_____

Name:_____

Address:_____

City: _____State: _____Zip: _____

Daytime Phone: _____

How long have you known this person?_____

Relationship to you:_____

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Daytime Phone: _____

How long have you known this person? _____

Relationship to you: _____

Code of Conduct for the Protection of Children and Youth

Read and initial each item to signify your agreement to comply with the statement.

_____ I agree to do my best to prevent abuse and neglect among children and youth involved in church activities and services.

_____ I agree not to physically, sexually or emotionally abuse or neglect a child or youth.

_____ I have received and read the policies for Protection of Children as defined by the policy of the Diocese of Christ our Hope.

_____ I agree to comply with the policies for Protection of Children as defined by the policy of the Diocese of Christ our Hope.

_____ In the event that I observe inappropriate behaviors or possible policy violations with children or youth, I agree to immediately report my observations to _____ or _____.

_____ I acknowledge my obligation and responsibility to protect children and youth and agree to report known or suspected abuse of children or youth to _____ and state authorities in accordance with the Policy for Protection of Children.

_____ I understand that the church will not tolerate abuse of children and youth, and I agree to comply in spirit and in action with this position.

Acknowledgement, Release and Signature

To the best of my knowledge, the information contained in this Volunteer Application is complete and accurate. I understand that providing false, incomplete, or misleading information is grounds for not choosing me for a volunteer position or for my discharge from that position if I have already been chosen.

I understand that _____ (Parish) or its agents may wish to conduct a complete investigation of my background and suitability as a volunteer. I hereby consent to and authorize the release to _____ (Parish) or its agents of any and all information in the possession of any police department or other law enforcement agency, department of motor vehicles, any other state or federal agency, any personnel representing any school which I have attended, any past or present employer, and any references I have listed above. My signature on this application should be accepted by any of the above described persons or entities as my request to disclose information in their possession. I hereby release from any and all liability _____ (Parish) and its agents, and any persons or entities described above, which either gathers or releases information pursuant to this consent and authorization.

I further consent to any testing as may be required by _____ (Parish), including but not limited to, drug and/or alcohol testing.

I agree to be bound by _____ (Parish's) policies and procedures, including but not limited to the Diocese of Christ our Hope's Policy for the Protection of Children. I understand that these policies may be modified at any time at the _____ (Parish's) and/or Diocese's sole discretion and without prior notice to me.

I also understand that my volunteering may be terminated, or any offer of volunteering withdrawn, at any time, for any reason, and with or without prior notice, at the option of _____ (Parish) or myself.

Nothing contained in this application or in any pre-volunteering communication is intended to or creates a contract between myself and _____ (Parish) for employment, volunteering, or the providing of any benefit.

I have read and understand the above provisions.

Signature: _____

Printed Name _____

Date: _____

State Reporting Statutes

State	Statute	What is Reportable Abuse	Mandatory Reporters	Where to Report	What to Report	When to Report
CT	Gen. Stats. §§ 17a-101 through 17a-101q (last reviewed March 2019)	<p>17a-101a(1) requires mandatory reporters who in the ordinary course of such person's employment or profession has reasonable cause to suspect or believe that any child under the age of 18 years has been abused or neglected, has had nonaccidental physical injury, or injury which is at variance the with the history given of such history, inflicted by such child, or is placed In imminent risk of serious harm.</p> <p>Under 46b-120(6) A child is "neglected" who, for reasons other than being impoverished, (A) has been abandoned, (B) is being denied proper care and attention, physically, educationally, emotionally or morally, or (C) is being permitted to live under conditions, circumstances or associations injurious to the well-being of the child or youth;</p> <p>Under 46b-120(7) a child is "abused" who (A) has been inflicted with physical injury or injuries other than by accidental means, (B) has injuries that are at variance with the history given of them, or (C) is in a condition that is the result of maltreatment, including, but not limited to, malnutrition, sexual molestation or exploitation, deprivation of necessities, emotional maltreatment or cruel punishment.</p>	17a-101(a) lists 38 categories of "mandated reporters," and includes: (9) any school employee; (11-14) several categories of athletic coaches; (18) any member of the clergy, school teacher, principal, or guidance counselor, mental health professional, licensed marital and family therapist, (32) any person paid to care for a child in any public or private facility, day care center or family day care home which is licensed by the state; and (36) any paid youth camp director of assistant director.	17a101b(a) - A law enforcement agency or the Commissioner of Children and Families.	<p>17a-101d. The following, if known:</p> <ol style="list-style-type: none"> (1) The names and addresses of the child and his or her parents or other person responsible for his or her care; (2) the age of the child; (3) the gender of the child; (4) the nature and extent of the child's injury or injuries, maltreatment or neglect; (5) the approximate date and time the injury or injuries, maltreatment or neglect occurred; (6) information concerning any previous injury or injuries to, or maltreatment or neglect of, the child or his or her siblings; (7) the circumstances in which the injury or injuries, maltreatment or neglect came to be known to the reporter; (8) the name of the person or persons suspected to be responsible for causing such injury or injuries, maltreatment or neglect; (9) the reasons such person or persons are suspected of causing such injury or injuries, maltreatment or neglect; (10) any information concerning any prior cases in which such person or persons have been suspected of causing an injury, maltreatment or neglect of a child; and (11) whatever action, if any, was taken to treat, provide shelter or otherwise assist the child. 	<p>17a101b(a) – Verbal report in telephone or in person “as soon as practicable but not later than twelve hours after the mandated reporter has reasonable cause to suspect or believe that a child has been abused or neglected or placed in imminent risk of serious harm.”</p> <p>17a-101c – Written report not later than 48 hours to Commissioner of Children and Families or the commissioner's designee.</p>

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DE	Code Title 16, §§ 902 et seq. (2014)	<p>§ 904</p> <p>Abuse or Neglect Physical injury by those responsible for the care, custody and control of the child; emotional or sexual abuse by anyone</p> <p>§ 901</p> <p>"Abuse" means that a person:</p> <ol style="list-style-type: none"> Causes or inflicts sexual abuse on a child; or Has care, custody or control of a child, and causes or inflicts: <ol style="list-style-type: none"> Physical injury through unjustified force as defined in § 468 of Title 11; Emotional abuse; Torture; Exploitation; or Maltreatment or mistreatment. <p>(11) "Exploitation" means taking advantage of a child for unlawful or unjustifiable personal or sexual gain.</p> <p>(18) "Neglect" means that a person:</p> <ol style="list-style-type: none"> Is responsible for the care, custody, and/or control of the child; and Has the ability and financial means to provide for the care of the child; and Fails to provide necessary care with regard to: food, clothing, shelter, education, health, medical or other care necessary for the child's emotional, physical, or mental health, or safety and general well-being; or Chronically and severely abuses alcohol or a controlled substance, is not active in treatment for such abuse, and the abuse threatens the child's ability to receive care necessary for that child's safety and general well-being; or Fails to provide necessary supervision appropriate for a child when the child is unable to care for that child's own basic needs or safety, after considering such factors as the child's age, mental ability, physical condition, the length of the caretaker's absence, and the context of the child's environment. 	<p>§ 903(a)</p> <p>Any person who knows or in good faith suspects child abuse or neglect.</p> <p>§ 904(a)</p> <p>An individual with knowledge of child abuse or neglect or knowledge that leads to a good faith suspicion of child abuse or neglect may not rely on another individual who has less direct knowledge to call the report line described in the "where to report" column.</p>	<p>§ 904(a)</p> <p>Child Abuse and Neglect Report Line for The Division of Services for Children, Youth and Their Families.</p>	<p>Statute does not specify what to report.</p> <p>Kids.delaware.gov tells callers to be prepared to share the following information:</p> <ul style="list-style-type: none"> - Demographics - Description of abuse or neglect. - Information about parents or siblings - Information about alleged victim's physical and mental health, educational issues or parents or siblings. - Whether the alleged victim needs medical attention. - Information that could put the child's safety in peril (alcohol, drugs, weapons, dangerous animals, criminal behavior, etc.) 	<p>§ 904(a):</p> <p>"Immediate oral report must be made by telephone or otherwise."</p> <p>"[A] written report, if requested, must be made in accordance with the rules and regulations of the Division."</p>
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DC	Code §§ 4-1321.01 through 4-1321.07 (last reviewed March 2019)	<p>4-1321.02(a) requires a report if a child “has been or is immediate danger of being a mentally or physically abused or neglected child, as defined in 16-2301(9) ...”</p> <p>16-2301(9)(A) defines “neglected child” as including one (i) who has been abandoned or abused by a parent, guardian, or custodian, or a parent, guardian or custodian has filed to make reasonable efforts to prevent the infliction of abuse upon the child; (ii, iii, iv) who is without proper care or control, subsistence, education by a parent, guardian or custodian, for one or more reasons other than the parent, guardian or custodian’s lack of financial means ; (v) who is imminent danger of being abused and another child living in the same household or under the care of the same person has been abused; (ix) in whose body is a controlled substance as a consequence of the acts or omissions of the child’s parent guardian or custodian, (x) who is regularly exposed to illegal drug-related activity in the home.</p> <p>16-2301(23)(A) defines “abuse” when used with reference to a child to mean (i) infliction of physical or mental injury upon the child; (ii) sexual abuse or exploitation of a child; or (iii) negligent treatment of maltreatment of a child.</p> <p>16-2301(25) defines “sexual exploitation” to include allowing a child to engage in prostitution, pornography, filming, or other forms of illustrating or promoting sexual conduct.</p> <p>16-2301(32) defines “sexual abuse” to mean (A) engaging in, or attempting to engage in, a sexual act or sexual contact; (B) causing or attempting to cause a child to engage in sexually explicit conduct; or (C) exposing a child to sexually explicit conduct, which is defined in 16-2301(33) to include a sexual act, sexual conduct, bestiality, masturbation, or lascivious exhibition of the genitals, anus, or pubic area.</p>	4-1321.02(b) lists categories of “persons who are required to report” abuse or neglect and includes: day care workers, Child and Family Services Agency personnel, medical professionals, law enforcement officers, school officials, teachers, athletic coaches and parks and recreation employees, and mental health professionals.	4-1321.02(a) For sexual abuse call 911, the Metropolitan Police Department, or the Child and Family Services Agency. For other forms of abuse call the Child Protective Services Division of the Department of Human Services	4-1321.03(b) The following information if known to the person making the report: (1) Name, age, sex and address of the child the subject of the report; each of the child’s siblings and other children of the household; and each of the child’s parents or other persons responsible for the child’s care; (2) Nature and extent of the abuse or neglect of the child and previous abuse or neglect (3) all other information the reporting person believes may be helpful in establishing the cause of abuse or neglect and the identity of the person responsible for the abuse or neglect (4) the identity and occupation of the person reporting, if the source was required to report, and how to contact the source and a statement of the actions taken by the source concerning the child.	4-1321.03(a)(1) Immediately make an oral report 4-1321.03(a)(2) Make a written report of the case if requested by said Division or Police or if the abuse involves drug-related activity.
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KY	KRS 620.030(1)	<p>KRS 600.020(a)</p> <p>“[A]bused or neglected child” is defined as including a child whose health or welfare is harmed or threatened when a person exercising custodial control or supervision of the child (including a parent, guardian or other person):</p> <p>(1) inflicts or allows to be inflicted on the child physical or emotional injury by other than accidental means;</p> <p>(2) creates or allows to be created a risk of physical or emotional injury by other than accidental means;</p> <p>(3) engages in conduct that makes the parent incapable of caring for the immediate and ongoing needs of the child, including the parent engaging in substance abuse;</p> <p>(4) continuously or repeatedly fails or refuses to provide essential parental care and protection for the child;</p> <p>(5) commits or allows to be committed an act of sexual abuse, sexual exploitation or prostitution upon the child;</p> <p>(6) creates or allows to be created a risk that an act of sexual abuse, sexual exploitation or prostitution will be committed upon the child;</p> <p>(7) abandons or exploits the child;</p> <p>(8) does not provide the child with adequate care, supervision, food, clothing, shelter, and education or medical care necessary for the child’s well-being.</p> <p>KRS 600.020(a)(20) defines a “dependent child” as any child, other than an abused or neglected child, who is under improper care, custody, control or guardianship that is not due to an intentional act.</p>	<p>KRS 620.030(1).</p> <p>Anyone who knows or has reasonable cause to believe that a child is dependent, neglected or abused.</p>	<p>KRS 620.030(1)</p> <p>An oral or written report must be made to a local law enforcement agency or the Department of Kentucky State police; the cabinet or its designated representative; the Commonwealth’s attorney or the county attorney; by telephone or otherwise.</p> <p>The Cabinet for Health and Family Services’ Abuse Hotline is 1-977-KYSAFE1.</p>	<p>KRS 620.030(2)</p> <p>The following information should be reported.</p> <p>(a) Name and addresses of the child and the child’s parents or other persons exercising custodial control or supervision;</p> <p>(b) The child’s age;</p> <p>(c) The nature and extent of the child’s alleged dependency, neglect or abuse; including any previous charges of dependency, negligent, or abuse, to this child and or his or her siblings;</p> <p>(d) The name and address of the person allegedly responsible for the abuse or neglect;</p> <p>(e) Any other information that the person making the report believes may be helpful in the furtherance of the purpose of the law.</p>	<p>KRS 620.030(1).</p> <p>Immediately.</p>

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ME	Stats. Title 22, §§ 4011-A through 4018 (last reviewed March 2019)	<p>Title 22, §§ 4002(1)</p> <p>Abuse or neglect. "Abuse or neglect" means a threat to a child's health or welfare by physical, mental or emotional injury or impairment, sexual abuse or exploitation including under Title 17-A, sections 282, 852, 853 and 855, deprivation of essential needs or lack of protection from these or failure to ensure compliance with school attendance requirements under Title 20-A, section 3272, subsection 2, paragraph B or section 5051-A, subsection 1, paragraph C, by a person responsible for the child.</p>	<p>Title 22, §§ 4011-A</p> <p>Includes the following mandatory reporters: (1) (A) when acting in a professional capacity: (1)-(10) certain listed medical professionals; (11) teachers; (12) guidance counsellors; (13) school officials; (14) youth camp administrators or counselors; (15) social workers; (21) child care personnel; (27) "clergy member[s] acquiring the information as a result of clerical professional work except for information received during confidential communications"; and (30) sexual assault counsellors.</p> <p>(B) "any person who has assumed full, intermittent or occasional responsibility for the care or custody of the child, regardless of whether the person receives compensation;"</p> <p>(C) "any person affiliated with a church or religious institution who serves in an administrative capacity or has otherwise assumed a position of trust or responsibility to the members of that church or religious institution, while acting in that capacity, regardless of whether the person receives compensation".</p> <p>(3) Any person may make a report of that person knows or has reasonable cause to suspect that a child has been or is likely or be abused or neglected.</p>	<p>Title 22, §§ 4011-A</p> <p>Department of Health and Welfare</p> <p>"Whenever a person is required to report in a capacity as a member of the staff of a medical or public or private institution, agency or facility, that person immediately shall notify either the person in charge of the institution, agency or facility or a designated agent who then shall cause a report to be made. The staff also may make a report directly to the department."</p>	<p>Title 22, §§ 4012(2)</p> <p>The following information if within knowledge of the person reporting:</p> <p>A. Name, Address of child and the persons responsible for the child's care or custody;</p> <p>B. Child's age and sex;</p> <p>C. Nature of abuse or neglect, a description of injuries, and any explanation given for them;</p> <p>D. Description of sexual abuse or exploitation;</p> <p>E. Family composition and evidence of prior abuse or neglect of the child or his siblings;</p> <p>F. Source of the report, the person making the report, and the reporter's occupation and where he can be contacted;</p> <p>G. Actions of the reporting source, including any photographs or x-rays taken;</p> <p>H. Any other information believes by the reporter to be helpful.</p>	<p>Title 22, §§ 4012(1)</p> <p>"[I]mmediately by telephone to the department and must be followed by a written report within 48 hours if requested by the department."</p>

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MD	Family Code §§ 5-701 et seq. (2013)	<p>Family Code §§ 5-701</p> <p>(b) “Abuse” means the physical or mental injury of a child under circumstances that indicate that the child’s health or welfare is harmed or at substantial risk of being harmed. “Abuse” includes sexual abuse of a child, whether or not physical injury of a child occurs.</p> <p>....</p> <p>(y) “Sexual abuse” means any act that involves: (1) sexual molestation or exploitation of a child; or</p> <p>(2) sex trafficking of a child by any individual.</p> <p>(z) “Sexual molestation or exploitation” includes:</p> <p>(1) allowing or encouraging a child to engage in: (i) obscene photography, films, poses, or similar activity; (ii) pornographic photography, films, poses, or similar activity; or (iii) prostitution; (2) incest; (3) rape; (4) sexual offense in any degree; (5) sodomy; and (6) unnatural or perverted sexual practices.</p>	<p>Family Code § 5-705</p> <p>“Any person.” Family Code § 5-705(a)(1).</p>	<p>Family Code § 5-704(a); § 5-705(a).</p> <p>Persons other than a health practitioner, police officer, or educator or human service worker shall notify the appropriate law enforcement agency or the “local department,” defined as the local department of social services where the allegedly abused or neglected child lives or where the abuse or neglect is alleged to have taken place. Family Code § 5-701(o); 5-705.1(a).</p> <p>In addition to the foregoing, health practitioners, police officers, educators, or human service workers, also must notify the head of the institution where he or she works. Family Code § 5-704(a)(2).</p> <p>Family Code § 5-705.1(c)</p> <p>For abuse that occurs outside of the State of Maryland or to a child located outside of the State of Maryland, an Oral or Written Report should be made to the local department of social services for a county in the State of Maryland.</p>	<p>If possible an individual who makes a report under Family Code § 5-704(c) or § 5-705(c) shall include in the report:</p> <p>(1) the name, age, and home address of the child;</p> <p>(2) the name and home address of the child’s parent or person responsible for the child’s care;</p> <p>(3) the whereabouts of the child;</p> <p>(4) the nature and extent of the abuse or neglect of the child, including any evidence or information available to the reporter concerning possible previous instances of abuse or neglect;</p> <p>(5) any other information that would help to determine (i) the cause of the suspected abuse or neglect; and (ii) the identity of any individual responsible for the abuse or neglect.</p>	<p>Family Code § 5-704; 5-705.1</p> <p>Health practitioners, police officers, educators, or human service workers, must provide an oral report (by telephone or direct communication) as soon as possible, and a written report to the local department within 48 hours after the contact, examination, attention or treatment causing the individual to believe that the child has been subject to abuse or neglect; and with a copy to the local State’s attorney.</p>

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MA	Gen. Laws chpt. 119, § 21, 51A (2012)	<p>Gen. Laws chpt. 51A(a), 110 CMR Section 2.00):</p> <p>The Department of Children and Families regulations define “Abuse” as the non-accidental commission of any act by a caretaker upon a child under age 18 which causes, or creates a substantial risk of physical or emotional injury, or constitutes a sexual offense under the laws of the Commonwealth or any sexual contact between a caretaker and a child under the care of that individual. Abuse is not dependent upon location (i.e., abuse can occur while the child is in an out-of-home or in-home setting.)</p> <p>“Neglect” means failure by a caretaker, either deliberately or through negligence or inability, to take those actions necessary to provide a child with minimally adequate food, clothing, shelter, medical care, supervision, emotional stability and growth, or other essential care; provided, however, that such inability is not due solely to inadequate economic resources or solely to the existence of a handicapping condition. This definition is not dependent upon location (i.e., neglect can occur while the child is in an out-of-home or in-home setting.)</p> <p>“Caretaker” is defined broadly to include a parent, stepparent, guardian, household member, or “any other person entrusted with the responsibility for a child’s health or welfare, whether in a home, school, day care, foster home, or other comparable setting.</p>	<p>Gen. Laws chpt. 119, § 21 (2012)</p> <p>“Mandated reporter” defined as including a person who is (i) medical professionals; (ii) public or private school teachers, educational administrators, guidance or family counselors, child care workers, and person paid to care for or work with a child in any public or private facility, (iii) court workers, first responders, social workers, foster parents, and animal control officers; (iv) “a priest, rabbi, clergy member, ordained or licensed minister, leader of any church or religious body, accredited Christian Science practitioner, person performing official duties on behalf of a church or religious body that are recognized as the duties of a priest, rabbi, clergy, ordained or licensed minister, leader of any church or religious body, accredited Christian Science practitioner, or person employed by a church or religious body to supervise, educate, coach, train or counsel a child on a regular basis.”</p>	<p>Gen. Laws chpt. 51A(a):</p> <p>To the Department of Children and Families (DCF).</p> <p>“A mandated reporter may, in addition to filing a report under this section, contact local law enforcement authorities or the child advocate about the suspected abuse or neglect.”</p>	<p>Gen. Laws chpt. 51A(d):</p> <p>The report, called a 51A Report, should include:</p> <p>(i) the names and addresses of the child and the child’s parents or other person responsible for the child’s care, if known; (ii) the child’s age; (iii) the child’s sex; (iv) the nature and extent of the child’s injuries, abuse, maltreatment or neglect, including any evidence of prior injuries, abuse, maltreatment or neglect; (v) the circumstances under which the person required to report first became aware of the child’s injuries, abuse, maltreatment or neglect; (vi) whatever action, if any, was taken to treat, shelter or otherwise assist the child; (vii) the name of the person or persons making the report; (viii) any other information that the person reporting believes might be helpful in establishing the cause of the injuries; (ix) the identity of the person or persons responsible for the neglect or injuries; and (x) other information required by the department.</p>	<p>Gen. Laws chpt. 51A(a):</p> <p>“[I]mmediately communicate with the department orally and, within 48 hours, ... file a written report with the department detailing the suspected abuse or neglect.”</p> <p>“A mandated reporter may, in addition to filing a report under this section, contact local law enforcement authorities or the child advocate about the suspected abuse or neglect.”</p>

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NJ	Stats. §§ 9:6-8.9 et seq. (2012)	<p>Stat. § 9:6-1.</p> <p>“Abuse” of a child shall consist in any of the following acts: (a) disposing of the custody of a child contrary to law; (b) employing or permitting a child to be employed in any vocation or employment injurious to its health or dangerous to its life or limb, or contrary to the laws of this State; (c) employing or permitting a child to be employed in any occupation, employment or vocation dangerous to the morals of such child; (d) the habitual use by the parent or by a person having the custody and control of a child, in the hearing of such child, of profane, indecent or obscene language; (e) the performing of any indecent, immoral or unlawful act or deed, in the presence of a child, that may tend to debauch or endanger or degrade the morals of the child; (f) permitting or allowing any other person to perform any indecent, immoral or unlawful act in the presence of the child that may tend to debauch or endanger the morals of such child; (g) using excessive physical restraint on the child under circumstances which do not indicate that the child's behavior is harmful to himself, others or property; or (h) in an institution as defined in section 1 of P.L.1974, c. 119 (C. 9:6-8.21), willfully isolating the child from ordinary social contact under circumstances which indicate emotional or social deprivation.</p> <p>Stat. § 9:6-8.9</p> <p>An "Abused child" means a child under the age of 18 years whose parent, guardian, or other person having his custody and control:</p> <ol style="list-style-type: none"> Inflicts or allows to be inflicted upon such child physical injury by other than accidental means which causes or creates a substantial risk of death, or serious or protracted disfigurement, or protracted impairment of physical or emotional health or protracted loss or impairment of the function of any bodily organ; Creates or allows to be created a substantial or ongoing risk of physical injury to such child by other than accidental means which would be likely to cause death or serious or protracted disfigurement, or protracted loss or impairment of the 	<p>Stat. § 9:6-8.10</p> <p>“Any person having reasonable cause to believe that a child has been subjected to child abuse.”</p>	<p>Stat. § 9:6-8.10</p> <p>N.J. Division of Youth and Family Services</p>	<p>Stat. § 9:6-8.10</p> <p>Reports, where possible, shall contain:</p> <ul style="list-style-type: none"> the names and addresses of the child and his parent, guardian, or other person having custody and control of the child and, if known, the child's age, the nature and possible extent of the child's injuries, abuse or maltreatment, including any evidence of previous injuries, abuse or maltreatment, and any other information that the person believes may be helpful with respect to the child abuse and the identity of the perpetrator. 	<p>Stat. § 9:6-8.10</p> <p>“Immediately by telephone or otherwise.”</p>

		<p>function of any bodily organ; or</p> <p>c. Commits or allows to be committed an act of sexual abuse against the child;</p> <p>d. Or a child whose physical, mental, or emotional condition has been impaired or is in imminent danger of becoming impaired as the result of the failure of his parent or guardian, or such other person having his custody and control, to exercise a minimum degree of care (1) in supplying the child with adequate food, clothing, shelter, education, medical or surgical care though financially able to do so or though offered financial or other reasonable means to do so, or (2) in providing the child with proper supervision or guardianship, by unreasonably inflicting or allowing to be inflicted harm, or substantial risk thereof, including the infliction of excessive corporal punishment or using excessive physical restraint under circumstances which do not indicate that the child's behavior is harmful to himself, others or property; or by any other act of a similarly serious nature requiring the aid of the court;</p> <p>e. Or a child who has been willfully abandoned by his parent or guardian, or such other person having his custody and control;</p>				
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NY	Soc. Serv. Law §§ 411-428 (2015)	<p>Soc. Serv. Law § 412(1)</p> <p>A child under 18 defined as an “abused child” by the Family Court Act.</p> <p>Family Court Act § 1012(e) defines “abused child” as a child less than eighteen years of age whose parent or other person legally responsible for his care</p> <p>(i) inflicts or allows to be inflicted upon such child physical injury by other than accidental means which causes or creates a substantial risk of death, or serious or protracted disfigurement, or protracted impairment of physical or emotional health or protracted loss or impairment of the function of any bodily organ, or</p> <p>(ii) creates or allows to be created a substantial risk of physical injury to such child by other than accidental means which would be likely to cause death or serious or protracted disfigurement, or protracted impairment of physical or emotional health or protracted loss or impairment of the function of any bodily organ, or</p> <p>(iii) (A) commits, or allows to be committed an offense [of sexual abuse] against such child; (B) allows, permits or encourages such child to engage in [prostitution or sex trafficking]; (C) commits acts of incest; (D) allows such child to engage in acts of sexual performance or child pornography; or (E) permits or encourages such child to engage in any act or commits or allows to be committed against such child any offense that would render such child either a victim of sex trafficking or a victim of severe forms of trafficking in persons pursuant to 22 U.S.C. 7102 as enacted by public law 106-386 or any successor federal statute.</p>	<p>Soc. Serv. Law § 414</p> <p>In addition to the persons and officials required to report suspected child abuse or maltreatment [See Section 413 below], any person may make such a report if such person has reasonable cause to suspect that a child is an abused or maltreated child.</p> <p>Soc. Serv. Law § 413</p> <p>Mandatory reporters include a school official, teacher, social services worker, day care center worker, provider of family or group family day care, director of a children’s overnight camp, summer day camp or traveling summer day camp, or any other child care or foster care worker, mental health professional, medical provider, dentist, therapist, counselor, or any other person listed in Section 413 who has “reasonable cause to suspect that a child coming before them in their professional or official capacity is an abused or maltreated child, or when they have reasonable cause to suspect that a child is an abused or maltreated child where the parent, guardian, custodian or other person legally responsible for such child comes before them in their professional or official capacity and states from personal knowledge facts, conditions or circumstances which, if correct, would render the child an abused or maltreated child.”</p>	<p>Soc. Serv. Law § 415</p> <p>Reports of suspected child abuse or maltreatment shall be made immediately by telephone or by telephone facsimile machine on a form supplied by the commissioner of the office of children and family services.</p> <p>Oral reports shall be followed by a report in writing within forty-eight hours after such oral report. Oral reports shall be made to the statewide central register of child abuse and maltreatment unless the appropriate local plan for the provision of child protective services provides that oral reports should be made to the local child protective service.</p> <p>Soc. Serv. Law § 413(b)</p> <p>Persons required to report as a member of the staff of a medical or other public or private institution, school, facility or agency, he or she shall make the report as required by this title and immediately notify the person in charge of such institution, school, facility or agency, or his or her designated agent.</p>	<p>Soc. Serv. Law § 415</p> <p>Written reports shall be made in a manner prescribed and on forms supplied by the commissioner of the office of children and family services and shall include the following information:</p> <ul style="list-style-type: none"> - the names and addresses of the child and his or her parents or other person responsible for his or her care, if known, and, as the case may be, the name and address of the program in which the child is receiving care; - the child's age, sex and race; - the nature and extent of the child's injuries, abuse or maltreatment, including any evidence of prior injuries, abuse or maltreatment to the child or, as the case may be, his or her siblings; - the name of the person or persons alleged to be responsible for causing the injury, abuse or maltreatment, if known; - family composition, where appropriate; - the source of the report; - the person making the report and where he or she can be reached; - the actions taken by the reporting source, including the taking of photographs and x-rays, removal or keeping of the child or notifying the medical examiner or coroner; and any other information which the commissioner of the office of children and family services may, by regulation, require, or the person making the report believes might be helpful, in the furtherance of the purposes of this title. 	<p>Soc. Serv. Law § 415</p> <p>Oral reports should be made “immediately.”</p> <p>Written reports should be made within 48 hours of the verbal report.</p>

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NC	Stats. §§ 7B-101 et seq. (2013)	<p>N.C.Gen. Stat. Section 7B-101</p> <p>Physical, sexual, or mental abuse by a child's guardian, custodian, or caretaker (a "caretaker" is any person having responsibility for the welfare of a child in a residential setting; a "custodian" is a person or agency that has been awarded legal custody of a child, or a person who has assumed the status of a parent).</p> <p>(1) "Abused juvenile" - Any juvenile less than 18 years of age (i) who is found to be a minor victim of human trafficking under G.S. 14-43.15 or (ii) whose parent, guardian, custodian, or caretaker:</p> <p>a. Inflicts or allows to be inflicted upon the juvenile a serious physical injury by other than accidental means;</p> <p>b. Creates or allows to be created a substantial risk of serious physical injury to the juvenile by other than accidental means;</p> <p>c. Uses or allows to be used upon the juvenile cruel or grossly inappropriate procedures or cruel or grossly inappropriate devices to modify behavior;</p> <p>d. Commits, permits, or encourages the commission of a violation of the following laws by, with, or upon the juvenile: rape; statutory rape; forcible sex; sexual activity; unlawful sale, surrender, or purchase of a minor; crime against nature; incest; creating pornography; showing pornography; disseminating pornography; promoting prostitution; sexual exploitation; of dissemination of pornography; promoting prostitution; taking indecent liberties with a minor;</p> <p>e. Creates or allows to be created serious emotional damage to the juvenile; serious emotional damage is evidenced by a juvenile's severe anxiety, depression, withdrawal, or aggressive behavior toward himself or others; or</p> <p>f. Encourages, directs, or approves of delinquent acts involving moral turpitude committed by the juvenile.</p> <p>(9) "Dependent juvenile." - A juvenile in need of assistance or placement because (i) the juvenile has no parent, guardian, or custodian responsible for the juvenile's care or supervision or (ii) the juvenile's parent, guardian, or custodian is unable to provide</p>	<p>N.C.Gen. Stat. Section 7B-301(a)</p> <p>Any person or institution who has cause to suspect that any juvenile is abused, neglected or dependent.</p>	<p>N.C.Gen. Stat. Section 7B-301(a)</p> <p>Report shall be made to the Department of Social Services In the County where the juvenile resides or is found.</p>	<p>N.C.Gen. Stat. Section 7B-301(a)</p> <p>Reports may be made orally or in writing.</p> <p>The report shall include information as is known to the person making it including</p> <ul style="list-style-type: none"> - the name and address of the juvenile; - the name and address of the juvenile's parent, guardian, or caretaker; - the age of the juvenile; - the names and ages of other juveniles in the home; - the present whereabouts of the juvenile if not at the home address; - the nature and extent of any injury or condition resulting from abuse, neglect, or dependency; - and any other information which the person making the report believes might be helpful in establishing the need for protective services or court intervention. 	Not stated in the statute.

		<p>for the juvenile's care or supervision and lacks an appropriate alternative child care arrangement.</p> <p>(15) "Neglected juvenile" - Any juvenile less than 18 years of age (i) who is found to be a minor victim of human trafficking under G.S. 14-43.15 or (ii) whose parent, guardian, custodian, or caretaker does not provide proper care, supervision, or discipline; or who has been abandoned; or who is not provided necessary medical care; or who is not provided necessary remedial care; or who lives in an environment injurious to the juvenile's welfare; or the custody of whom has been unlawfully transferred under G.S. 14-321.2; or who has been placed for care or adoption in violation of law. In determining whether a juvenile is a neglected juvenile, it is relevant whether that juvenile lives in a home where another juvenile has died as a result of suspected abuse or neglect or lives in a home where another juvenile has been subjected to abuse or neglect by an adult who regularly lives in the home.</p>				
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State	Statute	What is Reportable Abuse	Mandatory Reporters	Where to Report	What to Report	When to Report
PA	Consol. Stats. title 23 §§ 6311 et seq. (2006)	<p>Consol. Stats. title 23 § 6303(b.1) The term "child abuse" shall mean intentionally, knowingly or recklessly doing any of the following:</p> <p>(1) Causing bodily injury to a child through any recent act or failure to act.</p> <p>(2) Fabricating, feigning or intentionally exaggerating or inducing a medical symptom or disease which results in a potentially harmful medical evaluation or treatment to the child through any recent act.</p> <p>(3) Causing or substantially contributing to serious mental injury to a child through any act or failure to act or a series of such acts or failures to act.</p> <p>(4) Causing sexual abuse or exploitation of a child through any act or failure to act.</p> <p>(5) Creating a reasonable likelihood of bodily injury to a child through any recent act or failure to act.</p> <p>(6) Creating a likelihood of sexual abuse or exploitation of a child through any recent act or failure to act.</p> <p>(7) Causing serious physical neglect of a child.</p> <p>(8) Engaging in any of the following recent acts: (i) Kicking, biting, throwing, burning, stabbing or cutting a child in a manner that endangers the child; (ii) Unreasonably restraining or confining a child, based on consideration of the method, location or the duration of the restraint or confinement; (iii) Forcefully shaking a child under one year of age; (iv) Forcefully slapping or otherwise striking a child under one year of age/ (v) Interfering with the breathing of a child; (vi) Causing a child to be present at a location while a violation of 18 Pa.C.S. § 7508.2 (relating to operation of methamphetamine laboratory) is occurring, provided that the violation is being investigated by law enforcement; (vii) Leaving a child unsupervised with an individual, other than the child's parent, who the actor knows or reasonably should have known: (A) Is required to register as a Tier II or Tier III sexual offender under 42 Pa.C.S. Ch. 97 Subch. H (relating to registration of sexual offenders), where the victim of the sexual offense was under 18 years of age when the crime was committed; (B) Has been determined to be a sexually violent predator under 42 Pa.C.S. § 9799.24 (relating to assessments) or any</p>	<p>Consol. Stats. title 23 § 6311(a)</p> <p>Mandated reporters include employees of health care facilities, medical examiners, emergency medical services providers, public library employees who have contact with children, "an independent contractor" who has contact with children, persons certified to practice in any health field, a school employee, a child-care employee, a "clergyman, priest, rabbi, minister, Christian Science practitioner, religious healer or spiritual leader of any regularly established church or other religious organization," and "an individual paid or unpaid, who, on the basis of the individual's role as an integral part of a regularly scheduled program, activity or service, accepts responsibility for a child," a foster parent, "an attorney affiliated with an agency, institution, organization or other entity, including a school or regularly established religious organization that is responsible for the care, supervision, guidance or control of children," and an adult family member responsible for the child's welfare.</p> <p>A mandated reporter enumerated in subsection (a) shall make a report of suspected child abuse ... if the mandated reporter has reasonable cause to suspect that a child is a victim of child abuse under any of the following circumstances:</p> <p>(i) The mandated reporter comes into contact with the child in the course of employment, occupation and practice of a profession or through a regularly scheduled program, activity or service.</p> <p>(ii) The mandated reporter is directly responsible for the care, supervision, guidance or training of the child, or is affiliated with an agency, institution, organization,</p>	<p>Consol. Stats. title 23 § 6313(a)</p> <p>An oral report via the Statewide toll-free telephone number established by Section 6332.</p> <p>A written report to the department or county agency assigned to the case in a manner and format prescribed by the Department of Public Welfare</p> <p>"Whenever a person is required to report...in the capacity as a member of the staff of a medical or other public or private institution, school, facility or agency, that person shall immediately notify the person in charge of the institution, school, facility or agency or the designated agent of the person in charge. Upon notification, the person in charge or the designated agent, if any, shall assume the responsibility and have the legal obligation to report or cause a report to be made in accordance with section 6313. This chapter does not require more than one report from any such institution, school, facility or agency." [6311c]</p>	<p>Consol. Stats. title 23 § 6313(b)</p> <p>A written report of suspected child abuse, which may be submitted electronically, shall include the following information, if known:</p> <p>(1) The names and addresses of the child, the child's parents and any other person responsible for the child's welfare.</p> <p>(2) Where the suspected abuse occurred.</p> <p>(3) The age and sex of each subject of the report.</p> <p>(4) The nature and extent of the suspected child abuse, including any evidence of prior abuse to the child or any sibling of the child.</p> <p>(5) The name and relationship of each individual responsible for causing the suspected abuse and any evidence of prior abuse by each individual.</p> <p>(6) Family composition.</p> <p>(7) The source of the report.</p> <p>(8) The name, telephone number and e-mail address of the person making the report.</p> <p>(9) The actions taken by the person making the report, including those actions taken under section 6314 (relating to photographs, medical tests and X-rays of child subject to report), 6315 (relating to taking child into protective custody), 6316 (relating to admission to private and public hospitals) or 6317 (relating to mandatory reporting and postmortem investigation of deaths).</p> <p>(10) Any other information required by Federal law or regulation.</p> <p>(11) Any other information that the department requires by regulation.</p>	<p>Consol. Stats. title 23 § 6313(a)</p> <p>An oral report "immediately."</p> <p>A written report within 48 hours.</p>

		<p>of its predecessors; (C) Has been determined to be a sexually violent delinquent child as defined in 42 Pa.C.S. § 9799.12 (relating to definitions); (D) Has been determined to be a sexually violent predator under 42 Pa.C.S. § 9799.58 (relating to assessments) or has to register for life under 42 Pa.C.S. § 9799.55(b) (relating to registration); (9) Causing the death of the child through any act or failure to act; (10) Engaging a child in a severe form of trafficking in persons or sex trafficking, as those terms are defined under section 103 of the Trafficking Victims Protection Act of 2000 (114 Stat. 1466, 22 U.S.C. § 7102).</p>	<p>school, regularly established church or religious organization or other entity that is directly responsible for the care, supervision, guidance or training of the child.</p> <p>(iii) A person makes a specific disclosure to the mandated reporter that an identifiable child is the victim of child abuse.</p> <p>(iv) An individual 14 years of age or older makes a specific disclosure to the mandated reporter that the individual has committed child abuse.</p> <p>(2) Nothing in this section shall require a child to come before the mandated reporter in order for the mandated reporter to make a report of suspected child abuse.</p> <p>(3) Nothing in this section shall require the mandated reporter to identify the person responsible for the child abuse to make a report of suspected child abuse.</p>			
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State	Statute	What is Reportable Abuse	Mandatory Reporters	Where to Report	What to Report	When to Report
VA	Code §§ 63.2-1501 et seq. (2014)	<p>Code § 63.2-100.</p> <p>"Abused or neglected child" means any child less than 18 years of age:</p> <ol style="list-style-type: none"> 1. Whose parents or other person responsible for his care creates or inflicts, threatens to create or inflict, or allows to be created or inflicted upon such child a physical or mental injury by other than accidental means, or creates a substantial risk of death, disfigurement, or impairment of bodily or mental functions, including, but not limited to, a child who is with his parent or other person responsible for his care either (i) during the manufacture or attempted manufacture of a Schedule I or II controlled substance, or (ii) during the unlawful sale of such substance by that child's parents or other person responsible for his care, where such manufacture, or attempted manufacture or unlawful sale would constitute a felony violation of § 18.2-248; 2. Whose parents or other person responsible for his care neglects or refuses to provide care necessary for his health. However, no child who in good faith is under treatment solely by spiritual means through prayer in accordance with the tenets and practices of a recognized church or religious denomination shall for that reason alone be considered to be an abused or neglected child. Further, a decision by parents who have legal authority for the child or, in the absence of parents with legal authority for the child, any person with legal authority for the child, who refuses a particular medical treatment for a child with a life-threatening condition shall not be deemed a refusal to provide necessary care if (i) such decision is made jointly by the parents or other person with legal authority and the child; (ii) the child has reached 14 years of age and is sufficiently mature to have an informed opinion on the subject of his medical treatment; (iii) the parents or other person with legal authority and the child have considered alternative treatment options; and (iv) the parents or other person with legal authority and the child believe in good faith that such decision is in the child's best interest. Nothing in this subdivision shall 	<p>Code § 63.2-1509(A)</p> <p>Includes "Any minister, priest, rabbi, imam, or duly accredited practitioner of any religious organization or denomination usually referred to as a church, unless the information supporting the suspicion of child abuse or neglect (i) is required by the doctrine of the religious organization or denomination to be kept in a confidential manner or (ii) would be subject to § 8.01-400 or 19.2-271.3 if offered as evidence in court; any teacher or other person employed in a public or private school or nursery school; any mental health professional; any law-enforcement officer; any person "associated with or employed by any private organization responsible for the care, custody or control of children"; "any person providing full-time or part-time child care for pay on a regularly planned basis"; any athletic coach, director or person 18 years of age or older employed by or volunteering with a private sports organization or team; administrators or employees 18 years of age or older of public or private day camps, youth centers and youth recreation programs; and "any person 18 years of age or older associated with or employed by any public or private organization responsible for the care, custody or control of children."</p> <p>"If the information is received by a teacher, staff member, resident, intern or nurse in the course of professional services in a hospital, school or similar institution, such person may, in place of said report, immediately notify the person in charge of the institution or department, or his designee, who shall make such report forthwith." [63.2-1509]</p>	<p>Code § 63.2-1509(A); 63.2-100</p> <p>"to the local department of the county or city wherein the child resides or wherein the abuse or neglect is believed to have occurred or to the [State Department of Social Service's] toll-free child abuse and neglect hotline."</p>	<p>Code § 63.2-1509(A)</p> <p>Initial report may be oral</p> <p>Any person required to make the report pursuant to this subsection shall disclose all information that is the basis for his suspicion of abuse or neglect of the child and, upon request, shall make available to the child-protective services coordinator and the local department, which is the agency of jurisdiction, any information, records, or reports that document the basis for the report.</p>	<p>Code § 63.2-1509(A)</p> <p>"Immediately"</p>

		<p>be construed to limit the provisions of § 16.1-278.4;</p> <p>3. Whose parents or other person responsible for his care abandons such child;</p> <p>4. Whose parents or other person responsible for his care commits or allows to be committed any act of sexual exploitation or any sexual act upon a child in violation of the law;</p> <p>5. Who is without parental care or guardianship caused by the unreasonable absence or the mental or physical incapacity of the child's parent, guardian, legal custodian or other person standing in loco parentis;</p> <p>6. Whose parents or other person responsible for his care creates a substantial risk of physical or mental injury by knowingly leaving the child alone in the same dwelling, including an apartment as defined in § 55.1-2000, with a person to whom the child is not related by blood or marriage and who the parent or other person responsible for his care knows has been convicted of an offense against a minor for which registration is required as a violent sexual offender pursuant to § 2.1-902; or</p> <p>7. Who has been identified as a victim of sex trafficking or severe forms of trafficking as defined in the Trafficking Victims Protection Act of 2000, 22 U.S.C. § 7102 et seq., and in the Justice for Victims of Trafficking Act of 2015, 42 U.S.C. § 5101 et seq.</p>				
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State	Statute	What is Reportable Abuse	Mandatory Reporters	Where to Report	What to Report	When to Report
WV	Code §§ 49-2-801 et seq. (2018)	<p>Code §§ 49-1-3</p> <p>(1) "Abused child" means a child whose health or welfare is harmed or threatened by: (A) A parent, guardian or custodian who knowingly or intentionally inflicts, attempts to inflict or knowingly allows another person to inflict, physical injury or mental or emotional injury, upon the child or another child in the home; (B) Sexual abuse or sexual exploitation [broadly defined as including sexual intercourse, sexual intrusion, sexual contact, and other conduct further defined]; (C) The sale or attempted sale of a child by a parent, guardian or custodian in violation of section sixteen, article four, chapter forty-eight of this code; or (D) Domestic violence as defined in section two hundred two, article twenty-seven, chapter forty-eight of this code. In addition to its broader meaning, physical injury may include an injury to the child as a result of excessive corporal punishment.</p> <p>(11) (A) "Neglected child" means a child: (i) Whose physical or mental health is harmed or threatened by a present refusal, failure or inability of the child's parent, guardian or custodian to supply the child with necessary food, clothing, shelter, supervision, medical care or education, when such refusal, failure or inability is not due primarily to a lack of financial means on the part of the parent, guardian or custodian; or (ii) Who is presently without necessary food, clothing, shelter, medical care, education or supervision because of the disappearance or absence of the child's parent or custodian.</p>	<p>Code §§ 49-2-803(a)</p> <p>Includes any member of the clergy, school teacher or other school personnel, youth camp administrator or counselor, employee, coach or volunteer of an entity that provides organized activities for children, child care or foster care worker, religious healer, social service worker, law-enforcement personnel, judge, or mental, dental, or medical health professional.</p> <p>Any person required to report under this article who is a member of the staff or volunteer of a public or private institution, school, entity that provides organized activities for children, facility, or agency shall also immediately notify the person in charge of the institution, school, entity that provides organized activities for children, facility, or agency, or a designated agent thereof, who may supplement the report or cause an additional report to be made: Provided, That notifying a person in charge, supervisor, or superior does not exempt a person from his or her mandate to report suspected abuse or neglect.</p> <p>Code §§ 49-2-803(c)</p> <p>In addition to those mandated to report, any other person may make a report if there is reasonable cause to suspect that a child has been abused or neglected.</p>	<p>Code §§ 49-2-803(a)</p> <p>Department of Health and Human Services.</p> <p>In any case where the reporter believes that the child suffered serious physical abuse or sexual abuse or sexual assault, the reporter shall also immediately notify the State Police and any law-enforcement agency having jurisdiction to investigate the complaint.</p>	<p>Not specified by statute.</p>	<p>Code §§ 49-2-803; 49-2-809</p> <p>"[I]mmediately and not more than 24 hours after suspecting this abuse or neglect."</p>