



Child Abuse Reporting

Under the “Child Protection Act of 1987” (C.R.S. 19-3-301) in the Colorado Children’s Code, child care center workers are required to report suspected child abuse or neglect. The law at 19-3-304 states that if a child care worker has “reasonable cause to know or suspect that a child has been subjected to abuse or neglect or who has observed the child being subjected to circumstances or conditions that would reasonably result in abuse or neglect shall as soon as reasonably possible, but no later than twenty-four hours after receiving the information, report or cause a report to be made of such fact to the county department, the local law enforcement agency, or through the child abuse reporting hotline system as set forth in Section 26-5-111, C.R.S..” _____ (Initial)

“Abuse” or “child abuse or neglect” means an act or omission in one of the following categories which threatens the health of welfare of a child: skin bruising, bleeding, tissue swelling or death; any case in which a child is subjected to a sexual assault or molestation, sexual exploitation, or prostitution; any case in which a child is in need of services because the child’s parents, legal guardian, or custodian fails to take the same actions to provide adequate food, clothing, shelter, medical care, or supervision that a prudent parent would take. _____ (Initial)

If at any time a staff member reasonably suspects child abuse, it is the responsibility of that staff member to report or to cause a report to be made of this suspicion to the local county department of social or human services, local law enforcement agency, or child abuse reporting hotline at 1-844-CO 4-KIDS or 1-844-264-5437 as soon as reasonably possible, but no later than twenty-four hours after receiving the information. The staff member who witnessed the known or suspected abuse or neglect shall not delegate the duty to make the report to another person who does not have firsthand knowledge of the suspected child abuse or neglect. It is not the staff’s role to investigate suspected child abuse or neglect, only to report it. Persons who make a good faith report are immune from civil and criminal liability. Additionally, the law provides for the protection of the identity of the reporting party. _____ (Initial)

A child care worker who fails to report suspected child abuse or neglect commits a class 3 misdemeanor and will be punished as provided in Section 18-1.3-501, C.R.S.. The staff person could also be liable for damages proximately caused thereby. _____ (Initial)

All cases of child abuse or neglect must be immediately reported. In doubtful cases, a mandated reporter may confer with a Director or Supervisor to see if they have “reasonable cause to know or suspect” that child abuse or neglect has occurred. Ultimately, however, the mandated reporter has personal responsibility for making the report, and the mandated reporter cannot avoid that responsibility by asking a Director or Supervisor to determine whether the report should be made. The law provides that, if a person does not make a required report, the person may be prosecuted for a class 3 misdemeanor and may be liable for any damages proximately caused by the failure to report as provided in Section 18-1.3-501, C.R.S. _____ (Initial)

Prior to working with children, all employees and regular volunteers must be trained using a Department-approved training on Preventing and Responding to Child Abuse and Neglect, which includes common symptoms and signs of child abuse, how to report, where to report, and when to report suspected or known child abuse or neglect. This training must be renewed annually.

I have read and understand the above requirement concerning my responsibility regarding child abuse and neglect reporting.

Signature

Date

