

Child Abuse Reporting

Employees and volunteers of Esperanza Elementary must strictly adhere to the requirements of the Utah Child Abuse Reporting Law, which are as follows:

Any person who has reason to believe a child has been subjected to abuse or neglect to immediately notify the nearest Utah Division of Child and Family Services or law enforcement agency.

Any person who observes a child being subjected to conditions that would result in abuse or neglect to immediately notify the nearest Utah Division of Child and Family Services or law enforcement agency. Failure to obey this law constitutes a class "B" misdemeanor and is punishable by up to six months in jail and/or a \$1000 fine. Utah Code Ann. 62A-4a-411 (1994).

To make a report, call the statewide Child Abuse Hotline at 1-855-323-3237 or the Salt Lake Intake Office at 801-281-5151, or the South Salt Lake Police Department at 801-840-4000. An employee who suspects and reports child abuse should also notify the principal or an Esperanza Elementary counselor, but should not delay reporting in order to make this notification. Note that the law does not require proof of child abuse, but only "reason to believe" abuse has occurred. Persons who report child abuse in good faith are immune from liability, and will not be identified by the Division of Family Services.

Reporting and Investigation

School employees and volunteers are required, and students are strongly encouraged, to report any incident or suspected incident of bullying, cyberbullying, harassment, or hazing to the principal or designated Title IX/ Section 504 monitoring officer. All complaints and reported incidents will be investigated promptly by the principal or the senior counselor. Incidents that may constitute criminal activity will also be reported promptly to law enforcement, and those that may constitute child abuse will be reported to Child Protective Services. Such reporting will be in addition to, not in place of, a thorough investigation and follow-up by school personnel. Incidents that may constitute civil rights violations will be reported promptly to the Office of Civil Rights.

After investigation, Esperanza Elementary will take appropriate action to end the bullying, cyberbullying, harassment or hazing, to eliminate any hostile environment, to prevent recurrence, and to prevent retaliation for reporting.

Individuals accused or suspected of bullying, cyberbullying, harassment, and hazing will have a fair and timely opportunity to explain their actions before consequences are imposed, and procedures for ensuring due process will be followed.

Verified incidents of bullying, cyberbullying, harassment, or hazing will result in consequences for the perpetrator(s) which may include, but are not limited to, student suspension or removal from school-sponsored activity, student expulsion, employee suspension or termination for cause, or other

appropriate consequences. Consequences will not be administered when an anonymous report is the only evidence that an incident occurred.

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