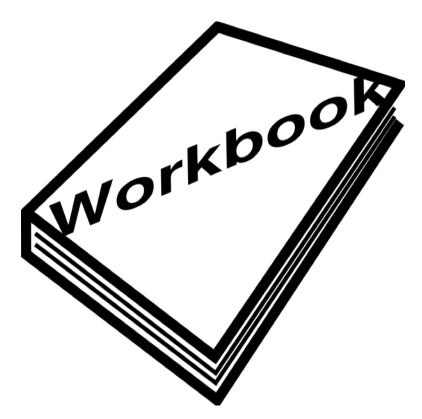
Arizona's Mandated Reporting Laws



Participant Workbook

This training material cannot be changed pursuant to the A.Z Statute 15-245.

Agency Representative

Created by the Arizona Prosecuting Attorneys' Advisory Council (APAAC) pursuant to A.R.S. 15-245.

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COURSE DESIGN

Training Goal

The purpose of this training is to provide an overview of Arizona's mandatory reporting laws. This presentation and slideshow is not legal advice as to any specific situation. For legal advice, you should consult an attorney who represents you or your organization.

Learning Objectives: Bloom's Revised Taxonomy

- 1. Understand the myths of sexual abuse so that myths do not stand in the way of reporting.
- 2. Learn how sex offenders operate.
- 3. Recognize the four types of abuse.
- 4. Learn who is a mandatory reporter.
- 5. Know when and how to report.

Assessment Plan: Kirkpatrick Model

- 1. Learning: New skills/knowledge/attitudes? Participants will complete a post-training quiz to verify acquired knowledge; minimum acceptable score of 80%.
- 2. Behavior: Participants will demonstrate expected performance criteria as dictated by Arizona Statues.
- 3. Results: Participants will have knowledge and skills necessary to report all suspected child abuse pursuant Arizona Statues.

SECTION 01: WELCOME AND INTRODUCTION

Created by the Arizona Prosecuting Attorneys' Advisory Council (APAAC) with the assistance of the Arizona Department of Child Safety, pursuant to A.R.S. 15-245.

Presented by Rachel Mitchell Special Assistant, Prosecution Integrity Division Chief, Special Prosecution I



NOTE: *In this presentation, whenever "child" or "minor" is used, it refers to a person under the chronological age of 18.

SECTION 02: Q	UIZ- DEBUNKING	PERCEPTIONS
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QUIZ

For people to report, they must understand that abuse does not always fit their perceptions. The purpose of this slide is to "debunk" some of the perceptions that might make people disbelieve or discount a report.

perceptions that might make people disbelieve or discount a report.
Most victims tell right away or soon after the abuse.
○ Yes/True
○ No/False
Most sexual abuse results in some form of physical evidence.
○ Yes/True
○ No/False
Offenders who molest males outside of the home tend to have a lowenumber of offenses.
○ Yes/True
○ No/False
Offenders hardly ever molest with others present or nearby.
○ Yes/True
○ No/False
Most sex offenders were child victims of sexual abuse.
○ Yes/True
○ No/False
Most victims tell right away or soon after the abuse.
○ Yes/True
○ No/False

Compared to the general population, offenders are less religious.
○ Yes/True
○ No/False
Answer
Do most abuse victims tell right away after the abuse?
O Yes
● No
of adults who say they were abused as children said that they did not disclose the abuse during childhood.
Those who disclose while still usually do so after delay.
See, e.g., Disclosure of Child Sexual Abuse: What Does the Research Tell Us About the Ways That Children Tell? London, Bruck, et al, Public Policy, and Law2005, Vol. 11, No. 1, 194 –226 Copyright 2005 by the American Psychological Association:
"In summary, these data indicate that two thirds of adults who claimed in retrospective surveys to have been abused as children reported that they did not disclose the abuse during childhood."
NOTE: This is not to say that victims of physical abuse or neglect tell right away. Delay is the rule no matter the type of abuse.
Do most molestations result in some form of physical evidence? ○ Yes
● No
Less than % of cases
Revised: 11/23/2022

Likewise, a minor's behavior may or may not change.

"In fact, findings strongly suggestive of sexual abuse were observed in <5% of abused children. Therefore, genital examination is unlikely to support or negate the child's history. Thus, it is critical that legal experts focus on the child's history as the primary evidence of sexual abuse."

Berenson et al, "A Case-Control Study of Anatomic Changes Resulting from Sexual Abuse", Am J ObstetGynecol 2000;182:820-34 (2000).

Do offenders who molest males outside of the home tend to have a lower number of offenses?

O Yes

No

Offenders Who Molest	Acts	Victims
Girls within family	81.3	1.8
Boys outside of family	281.7	150.2

Study of 561 sex offenders by Dr. Gene Abel discussed in Child Molesters: A Behavioral Analysis for Law Enforcement Officers Investigating Cases of Child Exploitation (1992) Kenneth V. Lanning.

Do offend	ers molest with other present or nearby?
Yes	
○ No	
	_ % molested with another child present
	% molested with another adult present
	% molested with both another adult and another child present
	% of those who had not molested with others present felt that

Underwood RC, Patch PC, Cappelletty GG, Wolfe RW. Do sexual offenders molest when other persons are present? A preliminary investigation. Sex Abuse. 1999 Jul; 11(3):243-7. doi: 10.1177/107906329901100307. PMID: 10497783.

they may have progressed to that point

An immediate reaction to hearing that an offender abused in front of others might be,

"No one in his or her right mind would do such a thing".

Although, offending in front of others really is the mark of a sophisticated abuser. Here are some reasons:

- 1. Some offenders like the rush of having others see and then getting away with it.
- 2. It convinces the victim child that others know what is going on and either
 - a) The behavior is normal or accepted, or
 - b) No one is going to help, making any thought the child might have of reporting seem pointless.
- 3. It "grooms" the non-abused children to convince them that this behavior is normal or accepted. They also see that no one else, including the victim child, is reporting.
- 4. Adults second-guess themselves: "Surely no one would be doing that in front of me. I must have misunderstood."

5. It sets up an automatic defense – what juror would believe that someone would do that in front of others?

Were most sex offenders victims of child abuse?

O Yes

No

Hindman et al, Polygraph Testing Leads to Better Understanding Adult and Juvenile Sex Offenders, FEDERAL PROBATION 65:3, page 8 (2001).

GG

- 1. Among the material findings of this study are:
- 2. Adults will lie and understate by a factor of five to six the number of sexual crimes they have committed.
- 3. Adults will lie and under report their history as a juvenile sex offender.
 - Adults will lie and over report their history of childhood sexual victimization.
- 4. With polygraphs, they disclose six times as many victims and most confess that they were sexually offending as juveniles.

Two tables referenced in the Hindman study follow:

TABLE EComparing the Histories of Juvenile Offenders in Residential Care Before and After Polygraph Testing

	Pre- Polygraph	Post-Polygraph
Average number of victims		
reported	2.1	11.6
Reported being sexually abused		
as a child	83%	17%

TABLE FComparing the Histories of Adult Offenders Before and After Polygraph 1994–1999

	Pre- Polygraph	Post-Polygraph
Average number of victims		
reported	2.9	11.6
Percent reporting being sexually		
abused as a child	61%	30%
Percent reporting sexually		
abusing others as a child	27%	76%

Are fewer offenders are less "religious"?

O Yes

No

Percentage of general population	Percentage of admitted child
that has religious preference:	molesters who has a religious
	preference:
<mark>93%</mark>	<mark>93%</mark>
83%	73%
73%	53%

Demographically sex offenders look like everyone else.

THE ABEL AND HARLOW CHILD MOLESTATION PREVENTION STUDY, *Excerpted from The Stop Child Molestation Book*, by Gene G. Abel, M.D., and Nora Harlow (Xlibris 2001) (Study text revised April 2002).

Research on 111 Incarcerated Male Sex Offenders

Categoriz	ed in	four	different	arou	ps
00.10,90.12		. • • • • • • • • • • • • • • • • • • •		9.00	Р-

- Atheists- Never involved in Church
 - Had youngest offenders
 - oldest victims
 - greatest offender with nonsexual offense history
- Dropouts- Were involved as children but not involved as adults
 - Slightly more likely to have a prior sexual offense conviction
- Converts- Involved as adults and not involved as a child
 - 3 times of non-sexual offense conviction (but great variance within group
- Stayers- Involved as children and adults.
 More victims

o _____

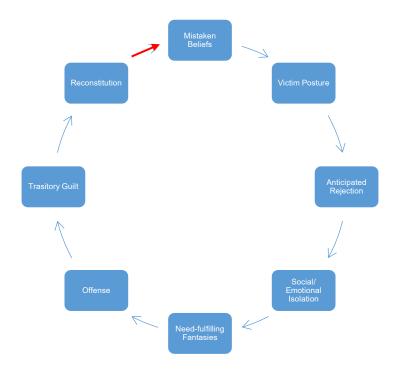
o more sexual offense convictions

Eshuys and Smallbone, *Religious Affiliations Among Adult Sex Offenders*, Sex Abuse: A Journal of Research ad Treatment 18: 279-88 (2006).

Why?

- Situational dynamics
 - Unsupervised access
 - Continued access
 - 0

NOTES:			



Study of 527 victims of abuse (physical, sexual or emotional)

- Found a significant "spiritual injury" such as feelings of guilt, anger, grief, despair, doubt, fear of death, and belief that God is unfair.
- Survivors of childhood abuse report praying more frequently and having a "spiritual experience."

Lawson, Drebing, Berg, Vincellette, & Penk, The Long Term Impact of Child Abuse on Religious Behavior and Spirituality in Men, 22(5) CHILD ABUSE & NEGLECT 369, 376-377 (1998).

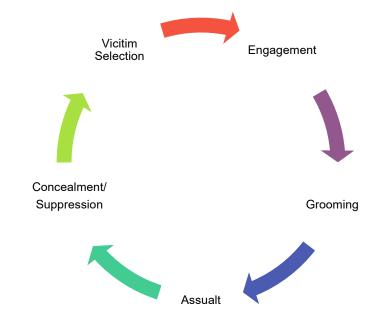
NOTES:			

Other Impacts on Faith

- Church attendance decreases
- Less likely to trust God
- Relationship with God often ceases to grow

Process of Victimization

Process of Victimization



Victim Selection:

If there is one word to learn, it is "vulnerability". Vulnerability has many faces: Troubled child, child with reputation for not telling the truth or getting in trouble, drug or alcohol use, a child who acts up, or a child who has absent or disengaged parents are examples. Sometimes victims are chosen because they fit the offenders' desires: By gender, age, appearance. However, this is not always true. Offenders can offend

across many lines including gender, age, and appearance. Rapists can molest. Molesters can expose themselves to adults. By choosing a child who is vulnerable, the offender is hoping that the child will not be believed or that no one will care.

Engagement:

This is the psychological breaking down of boundaries. Giving gifts or special privileges, sharing secrets, convincing the child that the relationship is special. It can also have a more aggressive tone: I am the only one who cares, no one else will help you.

Grooming:

This is the physical breaking down of boundaries. It can include sexually inappropriate jokes, showing the child adult pornography, wrestling, back rubs, close hugging initiated by the adult. This is why it is critical for organizations to have policies that define concerning but non-criminal behavior.

Assault:

This is the criminal act itself.

Concealment: This is what the offender does to keep the child from telling. It can be a threat, but it is not always that overt. If an offender is good at victim selection, engagement, and grooming, he or she does not have to do much concealment – it is built into the relationship. The threat does not have to involve violence. "If you tell, I'll go to jail" can be terrifying to a child who knows that the offender is the breadwinner. It can also be terrifying to a child who likes the offender better than the other parent.

Concealment/Suppression:

This is what the offender does to destroy the child's credibility so if the child does tell, he or she is automatically discounted. The offender's efforts at this phase are aimed at those around the child. An example of this is a person who spends a great deal with a child "to get him or her on the right path", but repeatedly stresses to others how dishonest the child is.

One caveat:

Some of the acts discussed above can be very harmless and normal. It's okay to hug a child. The question is why. Did the child initiate or look uncomfortable? Did the hug comport with reasonable boundaries? Again, a "yes" answer to these questions does not alone signify that the person is

planning to assault the child. That is why policies are so important. A normal person who is counseled that he or she has stepped outside of normal boundaries typically will never do that again.

SECTION 03: ARIZONA'S MANDATED REPORTING LAW





Arizona's Mandated Reporting Law

NOTES:	 	 	

Educational mandatory reporting law: A.R.S. 15-514

- Similar to A.R.S.§ 13-3620
- Provides protection from liability as long as report is made in good faith
- · Prohibits reprisals for such reporting

A.R.S.§15-514

A governing board or school district employee who has control over personnel decisions and who has or receives a reasonable allegation that a person certificated by the state board of education has engaged in conduct subject to the reporting requirements of section 13-3620 shall not accept the resignation of the certificate holder until these suspicions or allegations have been reported to the state board of education.

Educational mandatory reporting law is very similar to A.R.S. 13-3620. A.R.S. 15-514 also provides protection from liability as long as report is made in good faith. Likewise, it prohibits reprisals for such reporting.

Applies if the mandatory reporter reasonably believes that a minor is or has been the victim of:

- abuse
- Physical abuse
- •
- Emotional abuse

As used in this presentation, "child" or "minor" means anyone under 18. This refers to the chronological age. An adult who has the mental age of someone under 18 is still considered an adult. Arizona has a very similar law that requires certain persons to report the abuse, neglect, or exploitation of vulnerable adults. See A.R.S. 46-454.

Reporting is not mandatory if the child abuse victim is an adult when the mandatory reporter finds out about the abuse. However, even though reporting is not mandated, you still <u>may</u> report. If the accused still has contact with children (in other words, if they are still alive), seriously consider reporting. Certainly, consult with a civil attorney that represents your organization since failing to report may result in civil liability.

Reasonable belief means:

- "That if there are ANY facts from which one could reasonably conclude that a child had been abused, the person knowing those facts is required to report."
 - These facts can come from third party.

L.A.R. v. Ludwig, 170 Ariz. 24, 27 (App. 1991)

A **reasonable belief** is not the same as the criminal trial standard of beyond a reasonable doubt.

"Reasonable belief" is a much lower standard. It is a lower standard than probable cause.

Ask yourself this: Would you feel comfortable testifying in a lawsuit and telling a jury "based on what I knew, I did not report". If you would not feel comfortable telling people, you did nothing, then report.

NOTES:	
	Mandatory Reporters
Two primary categories of Mandatory Reporte	rs:
Persons who develop "	_ belief" while working.
Persons who develop "reasonable belief" at	

Persons who must report based on reasonable belief developed while working: Personnel (even if the victim does not attend the Victim Advocate "School personnel" is not limited to teachers. The school personnel must report... -If a student reports to school personnel that a sibling who does not attend the same school is being abused, the school personnel must report. -What about a teacher who runs into a student in the grocery store, and the child discloses abuse? Technically the teacher did not learn of the abuse "in the course of his/her duties". Who cares if the law does not technically require a report? A child may be being abused. REPORT This is not a must / can't law (i.e., it doesn't prohibit reporting that is not required). It is a must / may law - if you don't have to report, you still may. Persons who must report based on reasonable belief developed while working continued (Fill in the blank): Treating a Patient: Nurse Social Worker Physician

Behavioral _____ Professional

Chiropractor

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Arizona Prosecuting Attorney's Advisory – Arizona's Mandated Reporting Laws

Osteopath

Podiatrist

NOTES:
Persons who must report based on reasonable belief developed at any time: Peace Officer, OCWI, Member of the Clergy Christian Science Practitioner Christian Science Practitioner Any other person who has responsibility for the care or treatment of the minor Day care worker or babysitter are clear examples of the last bullet point. Some may wonder about other positions such as a Bible study teacher, camp counselor, or someone who gives the child music lessons, or a sports coach. The answer is this: REPORT A child may be being abused.
Anyone with Reasonable Belief May Report!
You do not have to be a mandatory reporter to report. NOTES:

Do Not Investigate

"[W]e do not believe our legislature intended persons with knowledge of alleged child abuse to conduct their own investigation to decide whether enough evidence of abuse exists to warrant a report."

-Arizona Court of Appeals

L.A.R. v. Ludwig, 170 Ariz. 24, 28 (App. 1991)

DO NOT INVESTIGATE

Leave the investigation up to DCS and law enforcement.

EXAMPLE

Mary says to you, "Susie told me that her dad is touching her privates at night". Your duty is not to call Susie in and interview her. Your duty is not to call Susie's mom. Your duty is not to confront Susie's dad. Your duty is to report.

To Whom?

If suspect h must) repo	•	ody or control of t or	the minor, you should (but	t not
If suspect o	loes not have	care, custody or only.	control of the minor repor	t to

We highly recommended that you report to both. Each agency serves a different purpose.

Law enforcement primarily is concerned with the abuser.

DCS is focused on a safe placement for the child.

While the agencies must inform each other of the allegation, the sooner they both can be notified, the better for the child.

Common Situation

People report to DCS that one sibling is abusing another sibling. Since the abuser sibling does not have "care, custody, or control" of the victim sibling, DCS does not have the jurisdiction to act. However, if the parents are aware of the abuse and are not protecting the victim, DCS may become involved. In such cases, it is <u>critical</u> for the reporting party to notify the DCS Hotline that the parents are not protecting.

NOTES:		

How to Report

Police:

Call the police in the city / town where the crime occurred.
If the crime occurred in an unincorporated area, call the sheriff.
If you are not sure where the crime occurred or which agency to call, call the police in the city / town where you are.

DCS: 1-888-SOS-CHILD (1-888-767-2445)

Childhelp Hotline: 1-800-4-A-CHILD or 1-800-422-4453.

If the crime occurred out of state, you can attempt to call the proper police agency in the other state, but your local law enforcement also can help you.

Not Sure and Want to Talk?
Call the Childhelp Hotline:
1-800-4-A-Child or 1-800-422-4453

This hotline is staffed 24/7/365. This will not satisfy the reporting requirement, but it will get you to a trained professional who can help you decide whether you have to or should report.

You must report immediately.

— If you do not report immediately and the child goes home, abusers have an uncanny way of finding out that the child reported.

Discretionary reporter is everyone outside of mandated reporters.

What should the report contain?

The	Report must contain (Fill in the blanks):
1.	& Addresses of the minor and the parents or
	custodians of the minor.
2.	The minor's and the nature and extent of the abuse, physical injury or neglect (including evidence of prior abuse, physical injury or neglect).
3.	Any other information the person reporting believes might be helpful in establishing the cause of the abuse, physical injury or neglect.
•	u do not have all of this information, report the information, you do . You do not have to investigate to find out.
Som	ot be afraid of telling the authorities about past observations. etimes it takes a series of events (multiple injuries with unlikely anations) to realize that abuse or neglect is occurring.
NOT	ES:

Failure to Report is a Crime



- Failure to report a sex-related offense is a class 6 felony.
- Failure to report all other offenses is a class 1 misdemeanor.

The duty to report is a personal responsibility

An organization's policy does not trump state law. If your organization has a policy that requires you to report to someone, that is fine. If you do tell them, you simply make them an additional mandatory reporter. If a teacher, *e.g.*, tells a principal, the ideal is for the two of them to report together.

Reporters are civilly immune even if the abuse turns out to be not true.

Unless the person acts with _____

Malice means that the person knew the allegation was not true or was reckless about whether it was true.

Exceptions to Reporting

A report is not required if (Fill in the blanks

 B 	OTH parties are	, 15, 16, or	years old and
-----------------------	-----------------	--------------	---------------

- There is nothing to indicate conduct is other than _____ and
- Conduct involves
 - Intercourse, oral sexual conduct, anal sex
 - Touching breasts
 - Masturbatory conduct
 - Touching of genitals

A common question is...

"What if one party is 18 and the other is 17, do I have to report?"

The answer under this statute is "yes".

However, please know that there are other statutes that govern what can and cannot be prosecuted. Sometimes all of the laws do not exactly mesh up.

For example, A.R.S. 13-1407(E) says: "It is a defense to a prosecution [for Sexual Conduct with a Minor and Aggravated Luring a Minor for Sexual Exploitation] if the victim is fifteen, sixteen or seventeen years of age, the defendant is under nineteen years of age or attending high school and is no more than twenty-four months older than the victim and the conduct is consensual.

The bottom line is this: Your job is to report. Just because you report, does not mean that the police will submit the case for charges or even conduct a full investigation. In addition, even if the police do submit for charges that does not mean that the prosecutor will file charges.



It is not uncommon for a victim to say that the other person is also a teenager to shield him or her from trouble.

Other Exceptions to Reporting (fill in the blanks using the next two slides)

• Some	e if recognized by the church
•	Applies only to communications, observations.
•	If third party present, communication may not be privileged.
•	/Client privilege
Discl	osures made in sex offender treatment
•	Court ordered treatment: must report, but
•	the information cannot be used by prosecution.* If offender voluntarily attends treatment and makes statements: Therapist may report, but we can use the information to prosecute. **
NOTES:	

*See A.R.S. 13-4066 concerning sex offender treatment.

**Under A.R.S. 13-3620(C):

If a physician, psychologist or behavioral health professional receives a statement from a person other than a parent, stepparent, guardian or custodian of the minor during the course of providing sex offender treatment that is not court ordered or that does not occur while the offender is incarcerated in the state department of corrections or the department of juvenile corrections, the physician, psychologist or behavioral health professional may withhold the reporting of that statement if the physician, psychologist or behavioral health professional determines it is reasonable and necessary to accomplish the purposes of the treatment.

Playground Injury Exception (fill in the blank) ■ Minor is elementary school age and the physical injury □ Occursduring typical playground activity during a school day □ Occurs at the school that the minor attends □ Is reported to the legal parent / guardian, and ■ School maintains a written record of the incident	
What Acts are Include	d?
Child Abuse (fill in the blanks using the next two slides)	
 Not all child abuse is an intentional act, such as deliberately hitting child. Abuse can be reckless or negligent, such as Leaving a young child	

Drug houses not only have drugs in them – the chemicals to make drugs often are dangerous in and of themselves.

NOTES:	
Physical Injury (Fill in the blanks)	
 Skin Pressure sores Bleeding Failure to Malnutrition Dehydration Burns 	 of any bone Subdural hematoma Soft tissue swelling to any internal organ Any physical condition that

Please note that Arizona law does not prohibit corporal punishment. However, if that punishment is unreasonable, report it. Use common sense:

- How old is the child?
- How frequent is the "punishment"?
- Where was the child hit (buttocks vs. head)?
- Was an implement used? (Using an implement alone does not make the conduct illegal, but there is a difference between a rolled-up newspaper and a thick wooden paddle).
- Were marks left?
- Is the child experiencing ongoing pain from the "punishment"?
- Do you have information that the parent was out of control?

Again, you should not investigate, but this information may be disclosed to you by the child or observable.

NOTES:
Emotional Abuse (Fill in the blanks)
 Serious damage that is diagnosed by a medical doctor or psychologist
 E.g., severe anxiety, depression, withdrawal or untoward aggressive behavior
Can be caused byor omissions
Emotional Damage: You do not have to have a diagnosis of such conditions to report. If you see a child being emotionally abused and you see the resulting anxiety, depression, withdrawal or acting out, you should report. Remember: If a parent is engaging in emotional abuse in front of you, you may be seeing only the tip of the iceberg.
NOTES:
Neglect • Not providing basic needs (e.α. supervision, food, clothing, shelter α

- Not providing basic needs (e.g., supervision, food, clothing, shelter or medical care) that causes substantial risk of harm to the child's health or welfare,
- UNLESS inability to meet the needs of a child with a disability or chronic illness is solely because reasonable services are not available.

Common examples of neglect include:

- ✓ A parent who is under the influence of a substance who does not supervise a child, and that child is found wandering outside near a pool, on a busy street, or in an apartment complex parking lot.
- ✓ A malnourished child or a child who is not properly dressed for the weather.

Sexual Offenses (fill in the blanks)

- Exposure or Public Sexual Indecency or Admitting Minors to Public Displays of Sexual Conduct
- Touching or penetrating a child's genitals or female breast or causing a child to do the same to the offender, the child him or herself, or to another.

This list shows that not all offenses involve the "hands on" abuse of a child. A person who exposes himself to a child or lets a child observe sexual activity must be reported. This does not mean that a parent who allows a younger child to see him or herself naked is committing a reportable offense. Nor does it mean that you must report if a child accidentally walks in on two adults engaged in sexual activity. Use common sense. Was the child "offended or alarmed" by the act? If so,

REPORT

NOTES:_				

Also, keep in mind that many offenders "accidentally" allow a child to see him or her naked or engaged in sexual activity as a form of grooming. Context is important. If the child is telling you about it and seems bothered by the situation, report it. If it seems like it really was not an accident, report.

Sexual Offenses

- Possessing, exchanging, or producing images of child sexual abuse
- Luring a Minor for Sexual Exploitation
- Voyeurism
- Secretly Photographing, Videotaping, Filming or Digitally Recording of a Minor
- Child Sex Trafficking
- Female Genital Mutilation

The first two offenses involve possessing, producing, or sending images of child sexual abuse. People sometimes are confused about what constitutes images of child sexual abuse. Remember the picture of the 9-year-old Vietnamese girl fleeing after her village had been napalmed? While the photograph does show full frontal nudity, it is not an image of child sexual abuse. Why not? Because there is 1) no sexual activity in the photograph, and 2) the photograph does not sexually exploit her: Her entire body is shown (i.e., there is no attempt to focus the viewer on the genitalia), the clear intent of the picture was to show the horrors of war, and there was no posing – this was an extremely candid photo. Images of child sexual abuse are extremely disturbing. They are not victimless – they show real children who are being abused and exploited. Exploitation can include focusing on the genitalia, posing the child in a provocative manner, or having the child touch his or her own genitalia. There is a correlation between possessing such images and actually abusing children. Anyone who possesses such images must be reported.

The crime of **Luring** involves asking a child to engage in sexual behavior. This often happens via text or other digital media.

Furnishing often involves showing a child <u>adult</u> pornography, providing a child with sexual items, such as a dildo. This type of behavior can be for "grooming" the child.

Secretly Photographing often involves secretly taping a child changing, showering, or using the restroom.

NOTES:_			
_			

What Churches and Other Organizations Can Do



MUST HAVE:

POLICY

Policy: Pre-Allegation

At a minimum policy should address the following:

- ✓ Physical behaviors (e.g., hugging, wrestling)
- ✓ Activities (e.g., sleepovers, transporting children in personal car)
- ✓ Communication (e.g., adult/child contact via phone, social media)
- Recognize that sex offenders do use churches, schools, etc.
- Educate employees and volunteers and parents and children
- Require background checks for all employees and volunteers (but don't get a false sense of security)
- Demand compliance with mandatory reporting law (consider exceeding legal requirements)
- Code of Conduct: Set boundaries for the behavior of employees and volunteers
 - Ability to monitor
 - Authority to handle

- Require all employees and volunteers to read and acknowledge policy
- Require period of membership prior to accepting volunteer
- Respect people who express honest concerns about others

Policy Must Address

Proper Handling of Abuse Allegations

Policy: Prohibit

- Investigating (e.g., interviewing witnesses)
 - Exception: You may ask 4 questions in <u>physical</u> abuse cases (who, what, when, where) – record exact responses



In a physical abuse case, you may ask four questions if you do not already know the answers:

- ? Who (did it)?
- ? What happened?
- ? Where did it happen?
- ? When did it happen?

This last question does not mean, "Tell me every time that something happened". It is to find out the most recent or last time so authorities can determine whether there is a need for an immediate medical examination. If the child tells another person who then tells you, get

this information from the other person so you do not have to ask a question to get information that the child already has provided.

- Notifying accused (and others) of allegations before completion of police investigation
- Putting victim and offender together
 - Traumatizes victim lessens chance of further reporting
 - o Reinforces victim's feelings of guilt
- People from using <u>organization</u> as "character reference"

Policy: Require

- Cooperation with investigation
- Proper handling within organization
 - o Pastor assigned to victim/family?
 - Staff member assigned to accused?
 - Not senior pastor
 - Explain process to victim/family
- Confidentiality
 - o Protects victim's/family's privacy
 - Assists investigation

Church Policy Must Address:

Sex Offenders Who Attend the Church

At a Minimum:

- Notify responsible group of adults
- Require <u>trained</u> chaperone
- Restrict activities
 - o e.g., attend traditional v. contemporary service
 - Sit in adult sections
- Do not allow to hold position of authority
 - o Consider child's perspective
- If sex offender is on probation, meet with probation officer
 - Promote open communication
 - Develop plan for attending services and other activities

• Beware of multiple deviancies

If possible, get a copy of the police report from the police agency that investigated the case.



