



Child Abuse Reporting

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Related Policies: None	

College Policy

Summary:

The purpose of this policy is to comply with [Iowa Code 261.9\(1\)\(h\)](#) and to explain who is required to report child abuse, when reporting is required and the process for making a report.

College Policy

I. Policy Foundation

Grinnell College strives to protect the welfare of *children* who are on campus or who are participating in an off-campus program sponsored by the College.

Any employee who, in the scope of their employment responsibilities, *examines, attends, counsels or treats* a child is required to report *suspected physical or sexual abuse* of a child. Proof that abuse has occurred is not required in order to be obligated to report. This policy is intended to be broad, and any uncertainty about whether reporting is required should be resolved in favor of making a report.

An employee who has made a good faith report of physical or sexual child abuse or who has aided and assisted in the assessment of a child abuse report may expect that no retaliatory action, such as discharge, demotion, suspension or harassment, will be taken against them for doing so.

I.1 Legal Acts

[Iowa Code 261.9\(1\)\(h\)](#)

I.2 Terms and Definitions

Attend is to care for; look after; to take charge of; to watch over.

Child(ren) refers to any person under the age of 18 years.

Counsel is to advise or instruct.

Examine is to observe, test, or investigate, in order to evaluate general health or determine a medical condition.

Physical abuse is any non-accidental physical injury acts or omissions that cause, or fail to prevent, physical injury to a child.

Sexual abuse is the commission of a sexual offense according to Iowa law, including rape, sexual assault, molestation, incest, indecent exposure, or exploitation of a child in a manner in which the child is used for gratification or sexual enjoyment by another person.

Suspect is to believe to be the case or to be probable.

Treat is to deal with (a medical condition, patient, etc.) in order to relieve or cure.

II. Policy body

I. Who Must Report

Employees who, in the scope of their employment responsibilities, examine, attend, counsel, or treats a child must report physical or sexual child abuse when they see, know about, or reasonably suspect the physical or sexual abuse of a child. This includes most College employees, including, but not limited to, faculty, coaches, student employees, administrators and staff. If an employee is not sure whether they are required to report,

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they are encouraged to err on the side of caution and report. Proof that abuse has occurred is not required in order to be obligated to report.

This policy does not cover statutory mandatory reporters under [Iowa Code 232.69](#) or others that are required reporters by professional ethics. Statutory mandatory reporters have additional responsibilities to report all forms of child abuse as defined in [Iowa Code 232.68\(2\)](#) to the Iowa Department of Human Services.

III. Implementation

I. Reporting Procedures

In the event of an emergency, **first call 911.**

Suspected abuse must be reported within **twenty-four hours** to both:

1. The Grinnell Police Department at 911 or 641-236-2670.

AND

2. The Office of Campus Safety and Security at ext. 4600.

When reporting suspected child abuse, the employee will need to provide the following information to the best of his/her/hir knowledge:

- Name of the alleged victim(s)
- Name of the alleged perpetrator(s)
- Time and date of the incident(s) being reported
- Location where the incident(s) occurred; and
- Any additional information supporting the allegation that misconduct has occurred.

II. Employee Protections

The college will attempt to protect the identity of any employee who makes a good faith report of suspected physical or sexual abuse of a child.

If an employee feels that he/she/zi is being retaliated against for making a good faith report of suspected physical or sexual abuse of a child or because he or she has aided and assisted in the assessment of a child abuse report, he/she/zi must report this immediately to the Director of Human Resources.

Questions about this policy should be directed to the Director of Human Resources at 641-269-4818 or hr@grinnell.edu

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