

# POLICY —

## FAIRVIEW BOARD OF EDUCATION

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### 8462 CHILD ABUSE AND/OR NEGLECT

The Board of Education is concerned with the physical and mental well-being of the children of this district and recognizes the importance of early identification in halting child abuse and/or neglect. The Board will cooperate with state government and the Division of Youth and Family Services (DYFS) in the identification and reporting of cases of child abuse and/or neglect in accordance with law.

School personnel, compensated and uncompensated (volunteer) having reasonable cause to believe that a child has been subjected to child abuse and/or neglect or acts of child abuse and/or neglect as defined under N.J.S.A. 9.6-8.9 shall immediately report to DYFS (see N.J.S.A. 9.6-8.10). School personnel reporting such abuse and/or neglect shall inform the school Principal or his/her designee of the report after the DYFS referral has been made. However, notice to the Principal or designee need not be given when the person believes that such notice would likely endanger the referrer or child(ren) involved or when the person believes that such disclosure would likely result in retaliation against the child or in discrimination against the referrer with respect to his/her employment.

The Board of Education and administration assure all school personnel there will be no employment discrimination in regards to compensation, hire, tenure or terms, conditions or privileges of employment upon making a good faith report or causing such report.

The Board of Education shall establish a DYFS liaison to facilitate communications and cooperation. The Board will provide for the annual delivery of information and in-service training of school personnel regarding child abuse and/or neglect. The Board and administration will cooperate with DYFS to investigate reports and provide staff to comfort and support the child(ren) during DYFS interviews and investigations. The Board will incorporate information regarding child abuse and/or neglect and its prevention into the district's health education program in accordance with the consultation procedures set forth in Policy No. 2422. The Board and administration will permit DYFS to remove pupils from school during the course of the day to protect the child(ren) and cooperate to relocate child(ren) to another school if necessary.



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The Board and administration will release, in accordance with N.J.S.A. 18A:36-19 and N.J.A.C. 6:3-6 et seq., all pupil records of the child(ren) under investigation that are deemed to be relevant to the assessment or treatment of child abuse and/or neglect. School district records of child abuse and/or neglect shall be kept confidential and disclosed only as prescribed by N.J.S.A. 9:6-8.10a., N.J.S.A. 18A:36-19, and N.J.A.C. 6:3-6 et seq.

Any employee's act of unbecoming conduct in the treatment of children, including alleged acts of child abuse and/or neglect reported to DYFS, shall be promptly reported to the Principal who shall immediately inform the Superintendent and institute an investigation. The Superintendent may temporarily reassign or, with the concurrence of the Board President, suspend the employee without loss of pay pending investigations.

Information regarding allegations of child abuse and/or neglect reported to, investigated and reported upon by DYFS about a school employee shall be confidential and may be disclosed only as required in order to cooperate with DYFS investigations or by court order. These records shall be maintained in a secure place and be accessible to the Superintendent and/or his/her designee.

The Board will provide due process rights to school personnel who have been reassigned or suspended in accordance with statutes. Temporary reassignment or suspension of school personnel alleged to have committed an act of child abuse and/or neglect shall occur if there is reasonable cause to believe the life or health of the alleged victim or other children is in imminent danger due to continued contact between the personnel and the child(ren). All records shall be removed from the school staff's personnel file if the school district receives official notice from DYFS that the allegation was unfounded. An unfounded allegation shall not be used against the employee for any purpose relating to employment.

The Superintendent shall develop regulations for the reporting of child abuse and/or neglect and for cooperation with DYFS in child abuse and/or neglect investigations. Policy and Regulation 8462 shall be submitted to the County Superintendent for review and approval pursuant to N.J.A.C. 6A:16-10.2(a).

N.J.S.A. 2A:4A-85; 2C:24-4  
N.J.S.A. 9:6-8.8 et seq.  
N.J.S.A. 18A:36-24  
N.J.A.C. 6A:16-10.1 et seq.

Adopted: 03 August 2006



# POLICY —

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### 8464 MISSING CHILDREN

The Board of Education directs the establishment and implementation of a program for the identification and reporting of children missing from the educational system and a program providing early warning of missing pupils.

Used in this policy, "parent" means the parent(s) or legal guardian(s) having legal custody and control of a minor child.

The Superintendent shall develop and implement procedures to identify children who have been withdrawn from this district without enrollment in another school or school district or pupils who have been willfully or neglectfully removed from school by protracted absences without good cause. Children so identified shall be reported promptly to the Fairview Police Department. The Board authorizes the release of the child's name, age, gender, last known home address, and physical description and the parent(s) or legal guardian(s) name and work place, if known, to the Fairview Police Department. Reasonable attempts shall be made to determine the cause of a child's unauthorized absence and to remediate the cause to the extent possible within the school setting. The Superintendent shall report periodically to the Board the results of the program for the identification of children missing from the educational program.

The Fairview Police Department, pursuant to N.J.S.A. 52:17B-9.8b, must notify the Superintendent of a missing child, who is currently or was most recently enrolled in the school district, of the disappearance and provide the Superintendent with information concerning the identity of the missing child. The Fairview Police Department shall also notify the Superintendent if the child is located.

If the Superintendent is notified of a missing child by the Fairview Police Department, the Superintendent shall mark the child's school record. The mark will be a clearly, identifiable and removable marking so in the event a copy or information regarding the record is requested, the school district will be aware the record is that of a missing child. Once the Fairview Police Department notifies the Superintendent that the child has been located, the Superintendent, or designee, will remove the mark from the child's school record. If a copy of a school record is requested that has been "marked" in accordance with



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this Policy, the Superintendent, or designee, will remove the marking from only the copy of the school record to be provided to the requestor in accordance with Board Policy No. 8330, and without alerting the requestor to the fact that the record has been "marked". After supplying a copy of or information regarding the "marked" record, the Superintendent will immediately report the inquiry or any knowledge as to the whereabouts of the missing child to the Fairview Police Department.

N.J.S.A. 18A:36-24; 18A:36-25  
N.J.S.A. 52A:17B-9.8b.

Adopted: 03 August 2006

