



MANDATORY REPORTING POLICY

CADETS ARTS & ENTERTAINMENT, INC.

Policy for Mandatory Reporting of Child Abuse, Sexual Abuse, and Threats

The core of The Cadets mission is the provision of services to youth. With this comes the responsibility of providing a safe environment for the young people who participate in our programs. That responsibility includes reporting suspected abuse, as well as threats of harm or danger to self or others. All 50 states have passed some form of a mandatory child abuse and neglect reporting law to qualify for funding under the Child Abuse Prevention and Treatment Act ("CAPTA"). These laws generally define "mandatory reporters" to include educators and persons who work in youth programs. Many states require "any person" who is aware of or who observes suspected abuse to report. The Cadets mandates the reporting of any reasonable, good faith suspicion of child abuse of any nature, and any threats of danger to self or others, including terroristic threats, to the appropriate authorities.

Any employee, contractor, or volunteer of The Cadets who works in direct contact with youth is considered a mandatory reporter of child abuse, and has the responsibility to immediately report any suspected abuse of a child under the age of 18 to PA Child Protective Services. This report is to be made by contacting ChildLine, either electronically at compass.state.pa.us/cwis/public/home or by calling 1-800-932-0313. The report shall remain confidential to the extent mandated by the appropriate state law.

More information can be found at Keep Kids Safe PA Home - keepkidssafe.pa.gov/. Additionally, the state by state reporting hotline numbers may be found at capi.org/hotlines.php for abuse that takes place in another state jurisdiction. Other helpful sites are darkness2light.org/GetHelp/reporting.asp.

Staff, contractors, and volunteers who become aware of suspected child abuse are required to submit a written report (see attached format) to the appropriate local child protective agency and/or law enforcement and The Cadets Chief Operating Officer, Justin Moore at jmoore@cadets.org. Once the appropriate authorities have been notified, all employees, contractors, and volunteers of The Cadets are required to follow the direction of the authorities with respect to all investigation and communication procedures, including notifying any family members of the suspected or alleged abuse.

There are no private or privileged communications between staff, contractors, volunteers, and minors under age 18 when such communications concern child abuse, sexual abuse or neglect; or a child presents a risk of danger to self or others.

Threats of danger to self or others includes, but is not limited to, threats of suicide, observed inability or unwillingness to protect oneself from known risks, statements of intent to inflict harm on another or others, observed actual or attempted harm to another, etc. CAPTA mandates "minimum definitions" for child abuse and sexual abuse.

Abuse or neglect is any recent act or failure to act resulting in imminent risk of serious harm, death, serious physical harm, sexual abuse, or exploitation of a child (usually a person under the age of 18) by a parent or caretaker who is responsible for the child's welfare.

Sexual abuse is defined as employment, use persuasion, inducement, enticement, or coercion of a child to engage in, or assist any other person to engage in, any sexually explicit conduct or any simulation of such conduct for the purpose of producing any visual depiction of such conduct; or rape, and in cases of caretaker or inter-familial relationships, statutory molestation, prostitution, or other form of sexual exploitation of children or incest with children.

Threshold Knowledge

The threshold or level of knowledge that triggers the duty to report varies from state to state. The level ranges from a mere "reasonable cause to believe" or a "reasonable suspicion" to requiring the reporter to "know or suspect," a higher level of knowledge.

Immunity from Civil Liability or Criminal Prosecution

Any person who reports suspected child abuse in "good faith" is immune from criminal and civil liability as a result of such action.

Penalty for Failure to Report

Failure to adhere to these guidelines shall be cause for discipline which may include termination of employment and dismissal from participation in any of The Cadets activities, programs and events. Such failure may also result in criminal or civil charges and penalties.

For Guidance or Assistance

If you are unclear about your reporting responsibilities or are in need of guidance or assistance, contact The Cadets Chief Operating Officer and the local reporting agency for more information.