



COLLEGE POLICY

Policy Name: Mandatory Reporting of Child Abuse	Policy Number: CP 5.16
Board Policy Reference: n/a	Approvals: College Advisory Council: 2/4/25
Applicable WAC/RCW: RCW 26.44.030 RCW 26B.10.846 RCW 9A.16.100 RCW 26.44.020	

Cascadia College Human Resources CP 5.16

Description

This procedure provides guidance on mandatory reporting of child abuse or neglect and is applicable to all college employees.

Definitions

Child: any person under the age of eighteen years of age.

Abuse or neglect: sexual abuse, sexual exploitation, female genital mutilation as defined in RCW 18.130.460, or injury of a child by any person under circumstances which cause harm to the child's health, welfare, or safety, excluding conduct permitted under RCW 9A.16.100; or the negligent treatment or maltreatment of a child by a person responsible for or providing care to the child.

Abused child: any child who has been subjected to child abuse or neglect.

Actions presumed reasonable: the physical discipline of a child is not unlawful when it is reasonable and moderate and is inflicted by a parent or guardian for purposes of restraining or correcting the child. Any use of force on a child by any other person is unlawful unless it either: (a) Is reasonable and moderate and is authorized in advance by the child's parent or guardian for purposes of restraining or correcting the child.

Report Timing

All employees must report suspected cases of child abuse at the first opportunity, and never later than 48 hours after the college employee

	<hr/> has reasonable cause to believe that a child has suffered abuse or neglect. <hr/>
Reporters	<hr/> All employees, including student employees, must make any report directly to Human Resources who will in turn 1) verify the age of the victim, 2) facilitate reporting to the proper law enforcement agency or the department of social and health services if required, and 3) institute appropriate Title IX processes. The Vice President of Administration Services will assist in reporting to these agencies. <hr/>
Training	<hr/> The College ensures that it communicates this policy to all employees such that all employees have knowledge of his/her reporting responsibilities. <hr/>
Immunity from Liability	<hr/> Any person participating in reporting alleged child abuse or neglect in good faith shall be immune from any legal liability arising out of such reporting. A person who, in good faith, cooperates in an investigation of a report of child abuse or neglect shall not be subject to civil liability arising out of his or her cooperation. However, a person who, intentionally and in bad faith, knowingly makes a false report of alleged abuse or neglect may be guilty of a misdemeanor and in violation of college policy. <hr/>
Reporting Guidance	<hr/> The Vice President of Administration Services is the college's designee to receive reports and provide guidance regarding an employee's reporting obligations. <hr/>