Recognizing and Responding to Child Abuse and Neglect

Public Health Social Work Conference

October 12, 2016
Objectives for Today

Help reduce the barriers to reporting suspected child abuse and neglect by:

• becoming familiar with the NC child abuse reporting law;
• providing the tools to recognize and report abuse and neglect;
• understanding what happens once a report is made;
• learning what to do if a child/youth discloses they have been abused;
• understanding how child maltreatment occurs; and
• learning how to help families prevent child maltreatment.
Prevalence of CAN
Child Abuse & Neglect Statistic
State Fiscal Year 2014-2015

We know these numbers are underestimates of the number of children effected by CAN

• 130,538 children were reported to CPS.
• 65,856 children investigated for child abuse and neglect.
  • Over half (51.72%) were between the ages of 0-5.
• 10,567 children were confirmed victims of abuse or neglect.
  • Primarily neglect (almost 90%)
• 7 children died due to confirmed child abuse and/or neglect.

Source: 2016 North Carolina Child Health Report Card
Findings
State Fiscal Year 2014-2015

<table>
<thead>
<tr>
<th>Type</th>
<th>Number of Children</th>
</tr>
</thead>
<tbody>
<tr>
<td>Substantiated Abuse and Neglect</td>
<td>469</td>
</tr>
<tr>
<td>Substantiated Abuse (all types)</td>
<td>514</td>
</tr>
<tr>
<td>Substantiated Neglect</td>
<td>3,225</td>
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<tr>
<td>Substantiated Dependency</td>
<td>128</td>
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<tr>
<td>Services Needed</td>
<td>4,960</td>
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<td>Services Provided, No Longer Needed</td>
<td>3,537</td>
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<td>Services Recommended</td>
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<tr>
<td>Unsubstantiated</td>
<td>11,494</td>
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<tr>
<td>Services Not Recommended</td>
<td>23,646</td>
</tr>
</tbody>
</table>
Children Receiving a CPS Investigation by Age

This graph is a line graph showing the number of children receiving a CPS investigation over time, categorized by age groups:
- Red: Age on First Report: 0–5
- Orange: Age on First Report: 6–12
- Green: Age on First Report: 13–17
- Blue: Age on First Report: DOB unknown

The x-axis represents the years from May 1998 to June 2017, with data points at each October. The y-axis represents the number of reports, ranging from 0 to 70,000.

The graph indicates trends in the number of investigations over the specified period.
Why Might One Not Report?

• Unsure of signs and symptoms of abuse and neglect;
• Apprehension regarding how to report abuse;
• Apprehension about what happens after initial report is made;
• Concern that parents will react badly;
• Concern that parents will remove child from your program; and
• Uncomfortable talking about abuse or neglect.
The North Carolina Reporting Law
The North Carolina Reporting Law

• North Carolina General Statute 7B-101 defines:
  • Physical Abuse;
  • Sexual Abuse;
  • Emotional Abuse;
  • Neglect; and
  • Dependency.

• The law applies to any juvenile under 18 years of age.

• The law specifies that the perpetrator can be a:
  • Parent;
  • Guardian;
  • Custodian; or
  • Caretaker.
Who is a Parent, Guardian, Custodian or Caretaker?

- **Parent** = Biological or Adoptive
- **Guardian** = Appointed by the Clerk of Superior Court or District Court
- **Custodian** = Has legal custody by a court order
- **Caretaker** = Foster parent/Cottage Parent
  - Step parent, adult relative or other adult living in the home
  - **Child care provider** - New way to report
Who is NOT a Caretaker?

• Teachers
• Coach
• Baby sitter
• Girlfriend/boyfriend (not living in the home)
• Clubs (boy/girl scouts, 4-H, etc.)
• Drop-in or short-term child care (gym, church, hotel, etc.).

This does not mean that no action can be taken, rather it would be a law enforcement response rather than CPS.
Abuse:

• Inflicts or allows infliction of a serious physical injury that is not accidental;
• creates, or allows someone else to create, a substantial risk that the child will suffer a serious physical injury that is not accidental;
• uses or allows someone else to use, cruel or grossly inappropriate procedures or devices to modify the child’s behavior;
• commits, permits, or encourages someone else to commit, any of a number of specified sexual offenses “by, with, or upon the juvenile”;
• commits, permits or encourages someone else to commit the offense of unlawfully, selling, surrendering or purchasing the child;
• creates or allows someone else to create serious emotional damage to the child;
• encourages, directs or approves of delinquent acts involving moral turpitude committed by the child; or
• commits or allows someone else to commit an offense under G.S. 14-43.11 (human trafficking), G.S. 1443.12 (involuntary servitude) or G.S. 14-43.12 (sexual servitude) against the child.
What is Child Abuse?

- Physical Abuse
- Cruelty/Grossly Inappropriate Behavior Modification
- Sexual Abuse
- Emotional Abuse
- Contributing to the Delinquency/Moral Turpitude
Physical Abuse

Examples of physical abuse *include*, but are not limited to:

- beating,
- punching,
- biting,
- kicking,
- burning,
- harmful restraint,
- use of a weapon or instrument, or
- actions that result in or could result in **serious physical injury, substantial risk of death, disfigurement or impairment**.

A DWI charge if the child is in the car could be accepted as abuse or neglect.
Examples *include*: trying to change a child’s behavior by using:

- electric shock,
- depriving of food,
- forced to drink excessive amounts of water,
- tying a child to a bedpost.
Sexual Abuse

Any sexual behavior imposed on a juvenile. Examples include:

- rape,
- intercourse,
- sodomy,
- fondling,
- oral sex,
- incest, or
- sexual penetration (digital, penile, or foreign objects).

Includes:

- child pornography,
- trafficking/commercial sexual activity,
- living with a sex offender

A young child with a STI

In some situations, the age of consent (16) is considered.
Sexual Abuse

*Sexual abuse*, for purposes of the reporting law, occurs when a child’s parent, guardian, custodian, or caretaker commits, permits, or encourages the commission by, with, or upon the juvenile of any of the criminal offenses listed below. When the child’s age is relevant to whether the offense has occurred, that is indicated.

- **First-degree rape** (G.S. 14-27.2). Unless by force, the offense occurs only if the victim is younger than thirteen and the person committing the act is at least twelve and four years older than the victim.
- **Second-degree rape** (G.S. 14-27.3). Unless by force, the offense occurs only if the person committing the act knows or reasonably should know that the victim is mentally disabled, mentally incapacitated, or physically helpless.
- **Rape of a child by an adult offender** (G.S. 14-27.2A). The offense occurs if a person who is eighteen or older engages in sexual intercourse with a child younger than thirteen.
- **First-degree sexual offense** (G.S. 14-27.4). If not by force, the offense occurs only if the child is younger than thirteen and the person committing the act is at least twelve and at least four years older than the victim.
- **Second-degree sexual offense** (G.S. 14-27.5). If not by force, the offense occurs only if the person committing the act knows or reasonably should know that the victim is mentally disabled, mentally incapacitated, or physically helpless.
- **Sexual offense with a child by an adult offender** (G.S. 14-27.4A). The offense occurs if a person who is eighteen or older engages in a sexual act with a child younger than thirteen.
- **Sexual act by a custodian or school personnel** (G.S. 14-27.7).
  - Age is not a factor if the person committing the act has assumed the position of a parent in the child’s home, has custody of the child, or is an agent or employee of a person or institution that has custody of the child.
If the person committing the act is a teacher, school administrator, student teacher, school safety officer, or coach at the school the victim attends, age is not a factor.

If the act is committed by any other school personnel at the school the child attends, the offense occurs only if that person is at least four years older than the student.

- Crime against nature (G.S. 14-177). This common law offense is not further defined by statute. Courts have described it as sexual intercourse that is “contrary to the order of nature” and have held that it includes acts such as fellatio, sodomy, and buggery.\(^\text{60}\)
- Incest (G.S. 14-178). This offense occurs if intercourse takes place between a child and a parent, grandparent, step-parent, brother or sister (whether whole or half blood), or aunt or uncle. Age is a factor with respect to punishment but does not affect whether the offense occurred.
- Preparation of obscene photographs, slides, or motion pictures of the juvenile (G.S. 14-190.5).
- Employing or permitting the juvenile to assist in a violation of the obscenity laws (G.S. 14-190.6). The offense occurs only if the person committing the act is at least eighteen and the child is younger than sixteen.
- Dissemination of obscene material to a minor younger than sixteen (G.S. 14-190.7). The offense occurs only if the person committing the act is at least eighteen and the minor is younger than sixteen.
- Dissemination of obscene material to a minor younger than thirteen (G.S. 14-190.8). The offense occurs only if the person committing the act is at least eighteen and the minor is younger than thirteen.
- Displaying material harmful to minors at a commercial establishment (G.S. 14-190.14).
- Disseminating material harmful to minors or exhibiting a performance harmful to minors (G.S. 14-190.15). It is a defense if the person committing the act is the minor’s parent or legal guardian or if the minor’s parent or legal guardian consents.
- First-degree sexual exploitation of a minor (G.S. 14-190.16).
- Second-degree sexual exploitation of a minor (G.S. 14-190.17).
- Promoting the prostitution of a child (G.S. 14-205.3(b)).
Emotional Abuse

Expressing attitudes or behaviors toward a child that create serious emotional or psychological damage.

Examples include:

• humiliation,
• verbal abuse,
• bullying, and
• intimidation.
• Rejecting statements - “I wish you were never born”,
• Blaming the child for the parent’s problems, or
• Critical statements “Why can’t you do anything right?” “you’re so stupid”, “you’re a whore” or
• Isolation tactics could be emotional abuse.
Contributing to the Delinquency / Moral Turpitude

Examples include encouraging, directing or approving of the child to participate in illegal activities such as:

- shoplifting,
- selling drugs/alcohol,
- burglary,
- credit card fraud, etc.
Neglect:

• The child does not receive proper care, supervision, or discipline from the child’s parent, guardian, custodian or caretaker;

• The child has been abandoned;

• The child is not provided necessary medical care;

• The is not provided necessary remedial care;

• Lives in an environment that is injurious to the child’s welfare; or

• Has been placed for care or adoption in violation of law.

• Serious Neglect: Conduct, behavior, or inaction of the juvenile's parent, guardian, custodian, or caretaker that evidences a disregard of consequences of such magnitude that the conduct, behavior, or inaction constitutes an unequivocal danger to the juvenile's health, welfare, or safety, but does not constitute abuse.
What is Neglect?

• Lack of Proper Care and Supervision
• Inappropriate discipline
• Abandonment
• Lack of Necessary Medical or remedial care
• Injurious environment
• Illegal Placement
Lack of Proper Care & Supervision

- Failure to provide for the child’s basic needs. Examples:
  - No or little food in the home,
  - child comes to school in summer clothing in winter weather,
  - poor hygiene, lack of adequate shelter
- Failure to provide basic educational needs. Examples:
  - willful failure to enroll in school,
  - chronic truancy,
  - failure to home school, refusing or not allowing special educational or remedial educational services.
- Providing drugs or alcohol to child
- Depriving a child of needed therapeutic day care
- Leaving a young child unsupervised. Example:
  - leaving a child under 8 alone,
  - Leaving a child in the care of a sibling that is not appropriate
Inappropriate Discipline

• Use of corporal punishments that leave minor physical marks lasting longer than 24 hours,
• Standing in one place for a long period,
• Requiring the child to eat non-food items or
• Inappropriate amounts of food or water.
• Depends on the child’s age, abilities, etc.
Abandonment

• Not safe surrender
• Mother leaves the hospital after the birth of her child and can not be found
• Baby left in a basket on the steps of church
• A three year old found wondering in a park and adult comes forward
• A child left in the temporary care of another adult and the parent never returns
Lack of Necessary Medical or Remedial Care

• This includes medical, dental and/or mental health care/treatment.
• Have not been defined precisely.
• May also include subjecting the child to inappropriate treatment.
Injurious Environment

- Puts the child at substantial risk of harm or the child has been harmed.
- Exposure to dangerous substances
- Exposure to domestic violence
- Instable living arrangements (e.g., parent’s inability to maintain secure living arrangement)
- Physical condition of housing (faulty wiring, extreme lack of sanitation, etc.)
- Living with a sex offender
Illegal Placement

• Placing a child illegally for care or adoption.
  • Placed by someone not legally authorized
  • Placed in violation of the Interstate Compact
• Paying for or accepting money (or anything of value) for the adoption of a child
• Unlawful sale, surrender or purchase of a child
Dependency:

A juvenile in need of assistance or placement because:

• the juvenile has no parent, guardian, or custodian responsible for the juvenile's care or supervision or

• the juvenile's parent, guardian, or custodian is unable to provide for the juvenile's care or supervision and lacks an appropriate alternative child care arrangement.
What is Dependency?

- When a parent, guardian, custodian or caretaker is unable or unwilling to care for the child because of:
  - Illness or injury
  - Hospitalization
  - Mental illness/substance abuse
  - Death
  - Arrest or incarceration
  - Child’s extra ordinary needs
- Also includes:
  - Unaccompanied minors
  - Victims of sex/labor trafficking (if their exploiter is not a parent, guardian, custodian or caretaker)
Risk Factors
Indicators
Risk Factors

• Understanding the factors that put children at risk for abuse or neglect is critical for preventing child maltreatment.

• By understanding risk and protective factors we may be able to prevent child abuse or neglect before it happens.
Caregiver Risk Factors

- Age / Immaturity
- Poor Childhood Experiences
- Lack of Parenting Skills
- Unrealistic Expectations of the Child
- Unmet Emotional Needs
- Isolation
- Mental Illness; post partum depression
- Substance Abuse
- Domestic Violence or History of Violence
- Educational Level
- Major Disruptions in the Caregiver’s
- Socioeconomic characteristics such as poverty or single-parent households
Children Who May be at Greater Risk

- Children with developmental delays.
- Colicky children or children who are illness prone.
- Hyperactive or exceptionally bright children who demand constant activity and stimulation.
- Children who are demanding or who have unusual needs for attention.
- Infants who have feeding problems.
- Children who have been previously abused.
- An unwanted child.
- A child who is perceived as being the “wrong” sex.
- A child whose physical/personality characteristics are similar to a person the parent does not like.
- Socioeconomic characteristics such as poverty or single-parent households.
Many factors put parents at risk to neglect or abuse their children.

However, it’s important to remember that individuals react differently even when faced with the same problems or situations. Each of the factors reviewed here are just that—risk factors—not certainties or proof that a parent is or will maltreat their child.
Physical Indicators of Child Abuse

Locations of the injury
- buttocks
- abdomen
- side of body
- genital area
- back
- back of the hands

Bruises, Welts, Bites, Hair Loss
- On the face, lips, mouth, torso, back, buttocks, thighs
- Clustered bruises or welts that form a pattern
- Injuries that regularly appear after the child has been absent for school, child care, etc.
- Human bite marks
- Hair Loss
Burns

Immersion Burns

• Burns with a sock-like appearance
• Burns with a glove-like appearance
• Burns that are doughnut-shaped on the buttocks or genitals

Burns that have a patterned appearance

• Electric Burner
• Iron
• Cigarettes
• Rope Burns-On the arms, legs, neck or torso
Head Injuries

• Injury to the ear, cheeks, temple, or bony skull area
• Bleeding around the ear, cuts or swollen ear
• Lip tears, cuts, or burns on the lips
• Broken teeth
• Facial fractures
• Cuts on the tongue
• Two black eyes
• Bleeding in the upper eyelid
Abusive Head Trauma (Shaken Baby Syndrome)

• Usually out of frustration from a crying baby.
• Only takes a few seconds to cause serious damage. Injuries that can result include:
  - Brain damage
  - Paralysis
  - Seizures
  - Blindness
  - Death

Physical Signs

- Difficulty Breathing
- Extreme Irritation
- Poor sucking or swallowing
- Inability to lift head
- No smiling or vocalization
- Lethargy
- Seizures
- Unequal size of pupils
- Vomiting
- Loss of Consciousness
How to Recognize Child Physical Abuse

Two questions:

• “Could this injury have happened as the child or parent has described?”
• “Does this child have the developmental capabilities to have injured him or herself in the manner described?”

• No? May have a reasonable suspicion.
Behavioral & Emotional Indicators of Physical Abuse

- Excessive absences
- The child wears clothing that is not appropriate for the weather
- Child is fearful of parents or other adults
- Child is apprehensive when other children cry
- Demonstrates extremes in behavior – extreme aggressiveness or extreme withdrawal, for example – behavior which lies outside the range expected for the child’s age group.
- Hyperactivity, impulsivity, low frustration tolerance
- Depression, low self esteem
- Constantly tired or unable to stay awake
- Reports injury by a parent or another adult caregiver
Physical Indicators of Child Sexual Abuse

- Unexplained abdominal pain
- Difficulty in walking or sitting
- Torn, stained, or bloody underclothing
- Pain, swelling, or itching in genital area
- Bruises, bleeding, or lacerations of the external genitalia, vagina or anal areas
- Vaginal or penile discharge
- Semen around the genitals or on undergarments
- Pain when urinating or passing stool
- Loss of bladder control once it has been firmly established
- Sexually transmitted infections: gonorrhea, syphilis, herpes genitalis or venereal warts
- Pregnancy, especially in early adolescence
Emotional and Behavioral Indicators of Sexual Abuse

- Eating or sleeping disturbance
- Sudden drop in academic performance
- Acting out or aggressive behavior
- Regression of behavior
- Appears frightened of adults, darkness or being left alone
- Excessive Masturbation
- Sexual acting out
- Knowledge of sexual matter inappropriate to the age or development of the child
- Sexual reactivity in young children / Sexual abuse of other children
- Depression
- Nervousness
- Carving/ Cutting
- Eating Disorders
- Promiscuity
How to Recognize Sexual Abuse

• A child or youth discloses to you.
• A child tells you about explicit sexual activity or performs a sexual act on another child.
  • Question: Is the child is developmentally or intellectually capable of knowing this information?
    • No? May be a good indicator.
• Physical indicators.
Indicators of Emotional Abuse

Physical:
- Lags in Physical Development
- Loss of bladder / bowel control
- Sallow, empty facial expression
- Speech Disorders

Emotional and Behavioral Indicators
• Anxiety and unrealistic fears
• Sleep problems, nightmares
• Disruptive, aggressive or passive behavior
• Poor relations with peers
• Oppositional, defiant of authority
• Overly compliant
• Over controlled, rigid or overly impulsive
• Depressed, isolated, withdrawn
• Habit disorders such as biting, rocking, head banging, or thumb sucking in an older child
How to Recognize Emotional Abuse

• Serious emotional damage:
  • Severe anxiety, depression, withdrawal, or aggressive behavior toward self or others.

• Causation hard to prove.

• Most likely occurring with other forms of maltreatment such as neglect (e.g., improper supervision, discipline, etc.)
  • Not important for the report to know what type of maltreatment is occurring when reporting (e.g., neglect or emotional abuse).
Indicators of Child Neglect: Physical

Lack of a Safe Physical Environment
• Lack of adequate shelter
• Lack of heating in cold weather
• Lack of adequate space for sleeping, eating, bathing
• Unsanitary home conditions
• Unsafe home conditions
• Sex offender in the home

Inadequate nutrition, clothing or hygiene care
• Little or No Food; Poor quality food; Food that lacks nutritional value
• Clothing that is inadequate for the weather conditions
• Clothing that is torn, not the right size, not regularly washed
• Poor hygiene, child not bathed regularly
Indicators of Child Neglect: Inadequate Supervision

- Leaving a young child alone or in charge of other children.
- Leaving a child with an inappropriate caregiver.
- Allowing a child to play in unsafe areas or without supervision.
- Abandonment of the child.
- Leaving a child unsupervised in a vehicle.
Indicators of Child Neglect: Medical Neglect

- Lack of treatment for medical problems, illnesses, trauma
- In appropriate medical care (i.e., medical child abuse)
- Lack of care for special needs
- Disregard for medical directions: prescriptions, appointments, plan of care, etc.
- Lack of immunizations – Not for religious exception
- Tooth decay, abscess
- Lack of remedial care: PT, OT, Speech therapy, auditory, etc.
Indicators of Child Neglect: Educational Neglect

• School-age children not enrolled in public or private school or not home schooled
• Chronic truancy
• Unwillingness to support child’s education
Physical discipline or behavior modifications which do not meet the legal definition of abuse.
Reporting

Who Must Report?

• **ANYONE** who **SUSPECTS** a child has been abused or neglected.

• SUSPECT means you have a good reason to believe a child has been abused or neglected.

• SUSPECT means you have reasonable cause to believe a child has been abused or neglected.

• SUSPICION is more than a gut feeling.

• It is DSS - CPS’S Job to determine if
  • The report meets the legal definition of abuse, neglect and/or dependency and
  • If indeed maltreatment has taken place.

“Any person or institution who has cause to suspect that any juvenile is abused, neglected or dependent.... Or had died as the result of maltreatment, shall report the case of that juvenile to the director of the department of social services in the county where the juvenile resides or is found.” [G.S. 7B-301]
Criminal and Civil Immunity

CRIMINAL AND CIVIL IMMUNITY IS GUARENTEED TO EVERYONE WHO MAKES A REPORT IN GOOD FAITH

• Immunity means that if you make a report in good faith, no one can bring civil or criminal charges against you for making the report.

• Immunity is provided for anyone who cooperates, or testifies in a court action.
How to Make a Report

• Report to the County DSS where the family resides or the child is found by:
  • Telephone (24 hours per day/7 days per week);
    • NC has no central reporting center – except for child care facilities.
  • Mail; or
  • in person.

• May report anonymously.
  • Your identifying information is confidential.
  • But could be disclosed in some situations.

• You’ll be asked a series of questions from a structured in-take assessment.
Information to Report

• DSS has a structured Intake Assessment. At a minimum you’ll need to tell the CPS worker (if known):
  • The child’s name.
  • Where the child lives or how to find the child.
  • Parent’s name. Alleged perpetrators name and relationship to the child, if not the parent.
  • What signs you’ve seen related to the child.
    • Be as specific as possible.
  • What the child told you.
  • What behaviors you’ve observed with the parent/alleged perpetrator.
How to Make a Report
Child Care Facility

• As of January 1, 2016 reports of suspected abuse or neglect of a child in a child care setting are investigated by the Division of Child Development and Early Education (DCDEE).

• Child abuse or neglect in child care facilities is now called “child maltreatment”.

• Make reports by calling:
  • 1-800-850-0829 or
  • 919-527-6500

• Every citizen is still a mandated reporter.

• DCDEE will maintain a Child Maltreatment Registry.
Reasons to Report

Legal Issues
• State Laws
• Institutional Policies

Ethical Issues
• On-going abuse or neglect
• Professional responsibility
• Personal responsibility
• Getting need services and support for the family
• Saving a child’s life
What Happened to My Report?

A report is made to DSS in the county where the child resides

The CPS intake worker takes the information concerning the report

Investigative Assessment: Abuse/Serious Neglect
Family Assessment: Neglect/Dependency

The report is referred
Assessment by CPS

24 or 72 hrs. OR Immediate

A social worker begins the assessment into your allegations. Contact is made with the child, parents, school, child care center & others who may have information.

Evaluation is made of the child’s safety 30/45 days

Report is substantiated or Services Needed

In-home Services
Child remains in the home - family’s needs are assessed and supportive services are provided.

Child remains in the home- Case Closed Referred for Services

Child placed with relatives or foster care. Child and parents receive supportive services

Appropriate action is taken to ensure the child’s safety and families needs are assessed

Services Frontloaded

Services Provided No Longer Needed

Services Recommended Unsubstantiated No Services Rec

LETTER SENT—To you w/in 5 days

Report Screened

Report is not accepted by CPS

If needed, a referral is made to other 3rd Track or other agencies to assist the family

Child placed with relatives or foster care. Child and parents receive supportive services

Family reunited

Other permanent plan Adoption, guardianship, etc.

LETTER SENT—To you w/in 5 days
If a Child/Youth Discloses....

• Be aware of your own feelings
• Remain calm and non-judgmental
• Find a private place to talk with the child
• Keep the talk brief

**DO:**
• Let the child do the talking
• Let the child tell you, in their own words, what happened
• Give the child your undivided attention
• Acknowledge the child’s feelings
• Take notes and try to report quotes from the child
• Explain what will happen next, depending on the age of the child
• Make a report to DSS
• Take Care of yourself

**DO NOT**
• Interrogate the child
• Probe or press for answers
• Suggest answers
• Interrupt their story
• Ask “why” questions
• Ask leading questions
• Promise you won’t tell anyone
Available Resources
Recognizing and Responding - Online Training

Through support from the North Carolina Division of Social Services, Prevent Child Abuse North Carolina offers free online training.

• It’s self paced (can stop and start); takes about 2 hours to complete.

• Course Objectives:
  • The signs and symptoms of child maltreatment
  • North Carolina mandatory reporting laws
  • The legal definitions of abuse, neglect, and dependency
  • How and where to make a referral of suspected child maltreatment
  • Barriers to reporting and some strategies for overcoming them
  • Where to find additional resources

• Available at:
  • https://www.preventchildabusenc.org/services/trainings-and-professional-development/rrcourse
Free E - Book Available


A PDF version is also available at:

Questions?

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