

District personnel suspecting or receiving reports or knowledge about the possibility of child abuse or neglect shall immediately file a report with the appropriate authorities as required by law (Ill. Dept. of Children and Family Services (DCFS)). The personnel will notify the Building Principal or the Superintendent of the making of the report. Upon making the report, personnel shall follow the directives given by DCFS and do so timely. If an employee believes a student may be in immediate danger, they should call 9-1-1 prior to making the report to DCFS.

*Personnel who negligently or willfully fail to report a suspected instance of child abuse are subject to disciplinary action, including termination. Negligent failure to report occurs when an employee personally observes an instance of suspected child abuse or neglect and reasonably believes, in his or her professional or official capacity, that the instance constitutes an act of child abuse or neglect under the Abused and Neglected Child Reporting Act (ANCRA) and he or she, without willful intent, fails to immediately report or cause a report to be made of the suspected abuse or neglect to DCFS.*

Employees shall also report the discovery of any child pornography on electronic and information technology equipment to law enforcement so that necessary measure can be taken. Additionally, an employee who observes any act of hazing which causes a student bodily harm must be reported to the appropriate school personnel for investigation. Hazing is defined under State law (720 ILCS 5/12C-50) as any intentional, knowing, or reckless act directed to or required of a student for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any group, organization, club, or athletic team whose members are or include other students.

### **Abused and Neglected Child Reporting Act (ANCRA), School Code, and *Erin's Law* Training**

The Superintendent or designee shall provide staff development opportunities for District employees in the detection, reporting, and prevention of child abuse and neglect. All employees are required to sign acknowledgment of their role as a mandated report. Further, they shall participate in required trainings for all mandated reports, consistent with State law requirements under ANCRA and the School Code.

Under no circumstances shall a superintendent or their designee recommend an employee for employment if the District knows or has probable cause to believe the individual has engaged in misconduct with a student or minor. When the Superintendent has reasonable cause to believe that a license holder (1) committed an intentional act of abuse or neglect with the result of making a child an abused child or a neglected child under ANCRA or an act of *sexual misconduct* under *Faith's Law*, and (2) that act resulted in the license holder's dismissal or resignation from the District, the Superintendent shall notify the State Superintendent and the Regional Superintendent in writing,

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providing the employee's EIN and a brief description of the misconduct when making such a report. The report must be made within 30 days of the employee's dismissal or resignation, with a copy going to the license holder.

The Superintendent shall develop procedures for notifying a student's parents/guardians when a District employee, contractor, Board member, or agent is alleged to have engaged in sexual misconduct with the student as defined in *Faith's Law* as well as procedures for notifying a student's parents/guardians when the Board takes some action related to the employment of the employee, contractor, or agent following an investigation into alleged sexual misconduct. Said notice shall not occur if the employee, contractor, or agent alleged to have engaged in sexual misconduct is the student's parent/guardian, and/or when the student is at least 18 years of age or emancipated. The recordkeeping requirements of *Faith's Law* shall be implemented and followed.

**Legal References:** The Abused & Neglected Child Reporting Act  
325 ILCS 5/1 et seq.  
Erin's Law, 105 ILCS 5/10-23.13  
Faith's Law, 105 ILCS 5/22-85.5

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