



PERSONNEL: Conduct

Child Abuse and Neglect

I. Philosophy

The Board of Education of Baltimore County (Board) is committed to providing a safe and secure learning environment for all students. Physical abuse, sexual abuse and child neglect violate state law and must be reported to the appropriate authorities. The Board is further committed to ensuring that all Board employees and service providers are held accountable for reporting suspected child abuse and neglect in accordance with state law and that they understand their legal obligations for reporting.

II. Definition

Inappropriate Behavior – Any unprofessional act committed by a Board employee or service provider toward a student, including, but not limited to, willful acts of misconduct, deliberate violations or disregard of standards of behavior that the Board expects of its employees.

III. Standards

- A. Every Board employee and service provider who has reason to suspect that a student has been subjected to abuse or neglect, on or off of school property, shall report such abuse or neglect in accordance with applicable state law and pursuant to the reporting procedures established by the relevant Superintendent's Rule.
- B. Every Board employee and service provider who has reason to suspect that another Board employee or service provider has abused or neglected, or otherwise exhibited inappropriate behavior toward a student, regardless of where the suspected abuse, neglect or inappropriate behavior is alleged to have occurred, shall report such abuse or neglect in accordance with applicable state law and pursuant to the reporting procedures established by the relevant Superintendent's Rule.
- C. The failure of a Board employee or service provider to report suspected child abuse, neglect or inappropriate behavior under this Policy will result in disciplinary or other adverse action, up to and including termination.

- D. A Board employee or service provider found responsible for child abuse, neglect or inappropriate behavior toward a student shall be subject to discipline up to and including dismissal, termination of services or termination of volunteering privileges, as appropriate.
- E. Retaliation against a Board employee or service provider who makes a good-faith report of suspected child abuse or neglect or who participates in an investigation or other proceeding involving violations of this Policy is strictly prohibited.

IV. Implementation

- A. The Board directs the Superintendent to develop appropriate rules and procedures for reporting such cases and taking appropriate disciplinary or other action when such behavior has been identified.
- B. The Board directs the Superintendent to implement this policy.

Legal References: *Annotated Code of Maryland, Courts and Judicial Proceedings Article §5-620, Persons Reporting Child Abuse or Neglect*
Annotated Code of Maryland, Courts and Judicial Proceedings Article §5-803, School Employees
Annotated Code of Maryland, Education Article §4-205, Powers and Duties of County Superintendent
Annotated Code of Maryland, Education Article §6-108, Immunity of School Employees from Civil Liability for Certain Actions
Annotated Code of Maryland, Education Article §6-202, Suspension or Dismissal of Teachers, Principals, Supervisors, Assistant Superintendents or Other Professional Personnel
Annotated Code of Maryland, Family Law Article §5-701, et seq., Child Abuse and Neglect
Annotated Code of Maryland, Human Services Article §1-202, Confidentiality of Information – Child Abuse and Neglect Reports and Records
COMAR 13A.08.01.13, *Questioning on School Premises*
COMAR 13A.12.05, *Suspensions and Revocations*

Related Policies: Board of Education Policy 1260, *School Volunteers*
Board of Education Policy 4002, *Obligations of Employees of the*

Board of Education of Baltimore County
Board of Education Policy 4100, *Employee Conduct and*
Responsibilities
Board of Education Policy 5230, *Student Records*

Policy

Board of Education of Baltimore County

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