



## Jin-A Child Care Center

77 Jay Street, Clifton, NJ 07013  
Tel: 973-279-1203, Fax: 973-279-0126

E-mail: [jinaschool@verizon.net](mailto:jinaschool@verizon.net) Web: [www.jinaschool.com](http://www.jinaschool.com)



### **POLICY ON CHILD ABUSE AND NEGLECT**

Anyone who has reasonable cause to believe that an enrolled child has been – or is being subjected to any form of hitting, corporal punishment, abusive language, ridicule, harsh humiliating or frightening treatment, or any kind of child abuse, neglect or exploitation by any adult, whether working at the Center or not, is required by State law to report the concern immediately to the Division of Child Protection and Permanency (formerly Youth and Family Services).

Jin-A Child Care Center employees may consult with the administration about reporting child abuse but must follow the reporting requirement as stated in the Manual of Requirements For Child Care Centers. (10:122-4.8)

#### **REPORTING CHILD ABUSE IN NEW JERSEY**

The law says that any person having reasonable cause to believe that a child has been subjected to child abuse or acts of child abuse shall report this information immediately to the Division of Child Protection and Permanency.

From 9 a.m. to 5 p.m. weekdays, reports of child abuse and neglect can be made to the local Division of Child Protection and Permanency. There is at least one district office in every county. To report abuse in institutions, such as child care centers, schools, and residential treatment centers, call **1-877-652-2873**.

The State of New Jersey Department of Children and Families accepts all allegations of child abuse and neglect by telephone and in person from all sources including the child or parent themselves. Reports may also be made anonymously.

Upon receiving a report of child abuse or neglect, a Division of Child Protection and Permanency caseworker shall investigate the allegations and take the necessary action to insure the safety of the child.

#### **IMMUNITY FROM CIVIL OR CRIMINAL LIABILITY**

Any person who, according to the law, reports abuse or neglect or testifies in a child abuse hearing resulting from such a report is immune from any criminal or civil liability as a result of such action. Staff who report suspicions of child abuse/neglect where they work are immune from discharge, retaliation, or other disciplinary action for that reason alone, unless it is proven that the report was intended to do harm.



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### PENALTY FOR FAILURE TO REPORT

Any person who knowingly fails to report suspected abuse or neglect according to the law or to comply with provisions of the law is a disorderly person and subject to a fine up to \$1,000 or up to six months imprisonment, or both.

### PROCEDURE FOR STAFF ACCUSED OF ABUSING OR NEGLECTING CHILDREN

In case of an official allegation of child abuse or neglect the accused staff member **may never be left alone with children** in the classroom or playground. The Board of Directors will review the situation and the teacher will possibly be asked to take a leave of absence without pay until cleared of allegations.

### PHYSICAL AND BEHAVIORAL INDICATORS OF CHILD ABUSE AND NEGLECT

TYPE OF ABUSE/NEGLECT	PHYSICAL INDICATORS	BEHAVIORAL INDICATORS
PHYSICAL ABUSE	Unexplained bruises and welts:	Wary of adult contact
	• On face, lips, mouth	
	• On torso, back, buttocks, thighs	Apprehensive when other children cry
	• In various stages of healing	
	• Clustered, forming regular patterns	Behavioral extremes:
	• Reflecting shape of article used to inflict (electric cord, belt buckle)	Aggressiveness or withdrawal
	Unexplained burns:	Frightened of parents, afraid to go home
	• On several different surface areas	
	• Regularly appear after absence, weekend or vacation	Reports injury by parents
	• Cigar, cigarette burns, especially on soles, palms, back or buttocks	
• Immersion burns (sock-		



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	like, glove-like, doughnut-shaped on buttocks or genitalia	
	<ul style="list-style-type: none"> <li>Patterned like electric burner, iron, etc</li> </ul>	
	<ul style="list-style-type: none"> <li>Rope burns on arms, legs, neck or torso</li> </ul>	
	Unexplained fractures:	
	<ul style="list-style-type: none"> <li>To skull, nose, facial structure</li> </ul>	
	<ul style="list-style-type: none"> <li>In various stages of healing</li> </ul>	
	<ul style="list-style-type: none"> <li>Multiple or spiral fractures</li> </ul>	
	Unexplained lacerations or abrasions:	
	<ul style="list-style-type: none"> <li>To mouth, lips, gums, eyes</li> </ul>	
	<ul style="list-style-type: none"> <li>To external genitalia</li> </ul>	

<b>PHYSICAL NEGLECT</b>	Consistent hunger, poor hygiene, inappropriate dress	Begging, stealing food
	Consistent lack of supervision, especially in dangerous activities or long periods	Extended stays at the center (early arrival and late departure)
	Constant fatigue or listlessness	Constantly falling asleep in program activities
	Unattended physical problems or medical needs	States there is no caretaker
	Abandonment	

<b>SEXUAL ABUSE</b>	Difficulty in walking or sitting Torn stained or bloody underclothing	Unwilling to change clothing when wet or soiled
	Pain or itching in genital area	Withdrawal, fantasy or infantile behavior, inappropriate to age
	Bruises or bleeding in external genitalia, vaginal or anal areas	Bizarre, sophisticated, or unusual sexual behavior or knowledge
	Venereal disease, especially in pre-teens	Poor peer relationships
	Pregnancy	Reports sexual assault by caretaker



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<b>EMOTIONAL MALTREATMENT</b>	Habitat disorders (sucking, biting, rocking, etc.) inappropriate to age	<ul style="list-style-type: none"> <li>• Behavior extremes:</li> <li>• Compliant, passive</li> </ul>
	Conduct disorders (antisocial, destructive, etc.)	<ul style="list-style-type: none"> <li>• Aggressive, demanding</li> </ul>
	Neurotic traits (sleep disorders, speech disorders, inhabitation of play)	
	Psychoneurotic reactions (hysteria, obsession, compulsion, phobias, hypochondria)	Overly adaptive behavior: <ul style="list-style-type: none"> <li>• Inappropriately adult</li> <li>• Inappropriately infant</li> </ul>
		Developmental lags (physical, mental, emotional)