Mandatory Reporting of Child Abuse and Neglect (policy S-64)

In 2011 Gov. Scott Walker signed Executive Order #54, which states that all University of Wisconsin System employees must report incidents of child abuse and neglect. As a UW-Milwaukee (UWM) employee, you are required by Executive Order #54 to report child abuse or neglect immediately if in the course of your UWM employment:

- You observe an incident or threat of child abuse or neglect.
- You learn of an incident or threat of child abuse or neglect, and have reasonable cause to believe that child abuse or neglect has occurred or will occur.

All UWM employees, regardless of appointment type or method of compensation, are required to report. Volunteers and independent contractors are strongly encouraged to report, as well.

Please understand that no UWM employee making a report of suspected child abuse or neglect in good faith may be discharged from employment, disciplined or otherwise discriminated against in regard to employment, or threatened with any such treatment, for so doing.

Online training is now available to all employees at http://www.wcwpds.wisc.edu/mandatedreporter/index.html. A UWM policy and supplementary materials are also available. For immediate questions about the EO #54 or your obligations as a mandatory reporter (Wis. Stat. § 48.981[2][a]), contact Legal Affairs at 414-229-4278.

To review additional EO #54 materials visit: http://www.uwm.edu/hr/home/resources/toolkits/executive-order-54-toolkit/.

Definitions and Signs of Child Abuse and Neglect

For purposes of reporting child abuse and neglect, a “child” is a person who is under 18 years of age.

Physical Abuse
Physical injury inflicted on a child by other than accidental means. Physical injury includes, but is not limited to, lacerations, fractured bones, burns, internal injuries, severe or frequent bruising, or great bodily harm.

Signs of physical abuse
- Bruises: on face, neck, chest, back
- Injuries in the shape of an object (belt, cord)
- Unexplained burns on palms, soles of feet, back
- Fractures that do not fit the story of how an injury occurred
- Delay in seeking medical help
- Extremes in behavior: very aggressive or withdrawn and shy
- Afraid to go home
- Frightened of parents
- Fearful of other adults

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Definition and Signs of Sexual Abuse
Sexual intercourse with or sexual touching of a child; recording or displaying of a child engaged in sexually explicit conduct; forcing a child to view or listen to sexual activity; exposing genitals or pubic area to a child or exposing a child's genitals or pubic area for purposes of sexual gratification; or permitting, allowing or encouraging a child to engage in prostitution.

Sign of sexual abuse
- Pain, swelling or itching in genital area
- Bruises, bleeding, discharge in genital area
- Difficulty walking or sitting, frequent urination, pain
- Stained or bloody underclothing
- Venereal disease
- Refusal to take part in gym or other exercises
- Poor peer relationships
- Unusual interest in sex for age
- Drastic change in school achievement
- Runaway or delinquent
- Regression or childlike behavior

Note: Sexual abuse does not include consensual sexual contact with anyone 16-17 years old.

Abuse as Manufacturing of Methamphetamine
It is child abuse to manufacture methamphetamines with a child present, or in a child's home or under any other circumstances in which a reasonable person should have known that the manufacture would be seen, heard or smelled by a child.

Definition of Emotional Abuse
“Emotional damage” for which the child's parent, guardian or legal custodian has neglected, refused or been unable for reasons other than poverty to obtain the necessary treatment or take steps to ameliorate the symptoms.

Definition and Signs of Emotional Damage
Harm to a child's psychological or intellectual functioning, which is exhibited by severe anxiety, depression, withdrawal or aggression. Emotional damage may be demonstrated by substantial and observable changes in behavior, emotional response or learning that are incompatible with the child's age or stage of development.

Signs of emotional damage
- Low self-esteem
- Aggression
- Self-denigration
- Withdrawal
- Severe depression
- Severe anxiety

Definition and Signs of Neglect
When a parent—or caretaker—fails, refuses or is unable, for reasons other than poverty, to provide the necessary care, food, clothing, medical or dental care, or shelter, which seriously endangers the physical health of the child.

Signs of neglect
- Poor hygiene, odor
- Inappropriately dressed for weather
- Needs medical or dental care
- Left alone, unsupervised, for long periods
- Failure to thrive, malnutrition
- Constant hunger, begs or steals food
- Extreme willingness to please
- Frequent absence from school
- Arrives early and stays late at school or play areas or other people's homes

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