

Policy and Procedures for Reporting Child Abuse

Ethics in Education Act

1. Shall report to appropriate authorities any known allegation of a violation of the Florida School Code or State Board of Education Rules as defined in Section 1012.795(1), Florida Statutes.

(1b) knowingly failed to report actual or suspected child abuse...

**The Diocese of St. Augustine requires all diocesan employees to report actual or suspected cases of child abuse, abandonment, or neglect to:

**The Florida Department of Children & Families
Call 1-800-96 ABUSE or report online at
<http://www.dcf.state.fl.us/abuse/report/>**

or report alleged misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student...

**The Diocese of St. Augustine requires all diocesan employees to report suspected misconduct (obscene language, drug and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors) by diocesan personnel or school administrators to:

**Diocesan Victim Assistance Coordinator
Diocesan Catholic Center
(904) 262-3200 ext. 129**

Policies and procedures for reporting misconduct by instructional personnel or school administrators are posted in the Teachers' Workroom and the Teachers' Lounge and on our website at www.bishopsnyder.org.

2. Shall seek no reprisal against any individual who has reported any allegation of a violation of the Florida School Code or State Board of Education Rules...

ss. 39.203 Immunity from liability in cases of child abuse, abandonment, or neglect.

(1)(a) Any person, official, or institution participating in good faith in any act authorized or required by this chapter, or reporting in good faith any instance of child abuse, abandonment, or neglect to the department or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action.

(b) Except as provided in this chapter, nothing contained in this section shall be deemed to grant immunity, civil or criminal, to any person suspected of having abused, abandoned, or neglected a child, or committed any illegal act upon or against a child.

(2)(a) No resident or employee of a facility serving children may be subjected to reprisal or discharge because of his or her actions in reporting abuse, abandonment, or neglect pursuant to the requirements of this section.

(b) Any person making a report under this section shall have a civil cause of action for appropriate compensatory and punitive damages against any person who causes detrimental changes in the employment status of such reporting party by reason of his or her making such report. Any detrimental change made in the residency or employment status of such person, including, but not limited to, discharge, termination, demotion, transfer, or reduction in pay or benefits or work privileges, or negative evaluations within a prescribed period of time shall establish a rebuttable presumption that such action was retaliatory.

768.095 Employer immunity from liability; disclosure of information regarding former or current employees.

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