

## **RONALD V. MCGUCKIN AND ASSOCIATES**

**Post Office Box 2126  
Bristol, Pennsylvania 19007  
215-785-3400 215-785-3401 (FAX)  
Childproviderlaw.com (website)**

### **CHILD ABUSE**

The Child Protective Services Law (Act 136 of 1982) governs management of Child Abuse in Pennsylvania.

Child Abuse is defined as: serious, non-accidental, physical or mental injury, sexual abuses or exploitation, or serious physical neglect of a child under 18 years of age.

All staff working with children on a regular basis are mandated by Act 135 of 1982 to report all suspected child abuse to the authorities.

"Staff" includes: administrators, classroom staff, bus drivers, bus aides, food services staff, etc.

#### **Suggested Procedure:**

1. Develop an Employee Code of Conduct
  - a. Disciplinary Action
  - b. Staff are prohibited from physically or verbally abusing children, parents, or other staff
  - c. Never leave children unattended
  - d. Always have 2 staff members with children in vulnerable situations
2. Develop reporting procedures
3. Train staff to look for signs of abuse
4. Train parents about discipline vs. abuse
5. Train staff regarding confidentiality and rights of privacy
6. Develop Discipline Procedures for staff and enforce the procedures