

## Reflection Questions

### Best Practice #7 – Pre-Establish Your Response and Take Bold Action

Complete the following questions as a basis for both personal reflection and as possible input to your interactive staff discussion.

- What would make you suspect a child is being sexually abused?

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- Do you know if you are a mandated reporter? If you are, have you received formal mandated reporter training?

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- If you are a mandated reporter, what is your state's process for reporting abuse?

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- Does your organization require you to make an internal report for suspected child sexual abuse? If so, what is the process for internal reporting?

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- What factors should be considered before reporting internally?

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- If your organization requires you to make an internal report when you suspect child sexual abuse, is the internal report to be made prior to or after you submit a report to the authorities?

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- What is your reporting policy for staff members who are not mandated reporters (i.e. volunteers, unclassified employees)?

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- What organizational consequences are currently in place for staff members who are accused of child sexual abuse? Who is responsible for making the decision about whether consequences are invoked? When do those consequences go into effect?

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- Are there any laws, employment contracts, union agreements, etc., in place that limit the possible consequences after a staff member is accused of child sexual abuse? If so, what are the limits?

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- How do the limits impact your ability to protect the kids in your care?

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- If your organization has existing organizational boundaries, what is the notification and escalation process for reporting violations?

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- If your organization has existing organizational boundaries, what consequences are in place for breaking those boundaries?

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- Who is responsible for invoking consequences for organizational boundary violations?

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- How are established consequences for organizational boundary violations currently communicated to staff? Is the method effective?

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- Are the consequences for organizational boundary violations equally enforced for all staff members? If not, what are the exceptions?

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- What existing contractual arrangements dictate your response to organizational boundary violations (employment contracts, volunteer policies, union agreements, state law, etc.)? What do those agreements dictate? What are their limitations?

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- How do the limitations impact your ability to protect the kids in your care?

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- If limitations exist that negatively impact your ability to protect the kids in your care, what is the process for modifying the contracts? Whose approval is required? When can they be modified?

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