

Executive Order #54

On December 19, 2011, Governor Walker signed Executive Order #54 making all University of Wisconsin System (UWS) employees mandatory reporters of child abuse and neglect. All UWS employees must immediately report child abuse or neglect if, in the course of employment, a UWS employee observes an incident or threat of child abuse or neglect, or learns of an incident or threat of child abuse or neglect, and the employee has reasonable cause to believe that child abuse or neglect has occurred or will occur.

Child Abuse and Neglect Definitions

“Employee” is any UW-La Crosse (UW System) employee; including students, staff, and faculty.

“Child” is a person who is less than 18 years of age.

“Abuse” of a child includes any of the following:

1. 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.
2. Sexual intercourse or sexual contact with a child under the age of 16 or with a 16 or 17 year-old child without his or her consent.
3. Sexual exploitation of a child. Sexual exploitation of a child occurs when a person employs, uses, persuades, induces, entices, or coerces any child to engage in sexually explicit conduct for the purpose of recording or displaying the conduct or records or displays a child engaged in sexually explicit conduct. Sexual exploitation of a child also occurs when a person produces, performs in, profits from, promotes, imports into the state, reproduces, advertises, sells, distributes, or possesses with intent to sell or distribute, and recording of a child engaging in sexually explicit conduct.
4. Permitting, allowing or encouraging a child to violate the statute prohibiting prostitution.
5. Causing a child to view or listen to sexual activity for purposes of sexual arousal or sexual gratification.
6. Exposing genitals or pubic area to a child or exposing a child’s genitals or pubic area for purposes of sexual arousal or sexual gratification.
7. Manufacturing methamphetamine with a child present, or in a child’s home (including the premises of a child’s home or in a motor vehicle located on the premises of a child’s home), or under any other circumstances in which a reasonable person should have known that the manufacture would be seen, smelled, or heard by a child.
8. 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 to take steps to ameliorate the symptoms. “Emotional damage” is defined as harm to a child’s psychological or intellectual functioning and is evidenced by one or more of the following characteristics exhibited to a severe degree: anxiety, depression, withdrawal; outward aggressive behavior; or a substantial and observable change in behavior, emotional response or cognition that is not within the normal range for the child’s age and stage of development.

“Neglect” is failure, refusal or inability on the part of a caregiver, for reasons other than poverty, to provide necessary care, food, clothing, medical or dental care or shelter so as to seriously endanger the physical health of the child.

Types of Neglect: physical; lack of supervision/abandonment; medical; failure to thrive (malnutrition).

Warning Signs of Neglect (regular or frequent): soiled clothing or inadequate clothing; hunger; listlessness or fatigue; poor hygiene; untreated medical issues; poor relationships; withdrawal from others; seeking attention; low self-esteem; hoarding or stealing food.

Warning Signs of Physical Abuse: bruises around the cheeks, abdomen, thighs, or midway between the wrist & elbow; bruises that are different colors; bruises that are in the shape of an object; bruises on multiple parts of the body; adult-sized, human bite marks; burns, especially from objects like cigarettes & irons.

Warning Signs of Sexual Abuse: extreme secrecy, compliance, or withdrawal; an unusual fear of people from one gender or with specific characteristics (e.g. a deep voice); very seductive behavior; unusual knowledge about sex for age; sexual play with peers that goes beyond curiosity.

Warning Signs of Emotional Damage: physical reactions (wetting or soiling themselves, headaches, stomach aches); emotional reactions (sudden fearful behavior, feelings of having little self worth, inappropriate emotions); behavior reactions (social withdrawal, difficulty concentrating, compulsive attention to detail, rocking, head banging, cruelty to animals); severe anxiety, depression, withdrawal, aggressive behavior; substantial change in child's behavior, emotional response; development of atypical behavior for age or development.

Guidelines

- A. Executive Order #54 states that UWS employees must make a report of child abuse or neglect if, in the course of employment, a UWS employee observes an incident or threat of child abuse or neglect, or learns of an incident or threat of child abuse or neglect, and the employee has reasonable cause to believe that child abuse or neglect has occurred or will occur. **A report must be made personally or by telephone to the University Police at 789-9999 (Emergency) or 789-9000 (Non-Emergency).**
- B. The University Police may not share any identifying information about a University employee who makes a report. The University (and its employees) must keep all related records about the report **confidential**.
- C. No UWS employee making a report of 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 because that employee made a report in good faith.
- D. A UWS employee who is a mandatory reporter by profession under Wis. Stat. 48.981(2) (e.g., health practitioner, social worker, law enforcement officer, child care provider) must continue to comply with the state mandatory reporter law requirements.

I acknowledge and understand my obligation of being a mandatory reporter of child abuse and neglect as a UW-La Crosse (UW System) employee under Executive Order #54.

Name (Printed)

Employee ID #

Signature

Date