A Review of Pennsylvania’s Child Abuse Reporting Law

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I. Introduction

In recent years, child sexual abuse scandals have rocked the national conscience. These cases have gained national notoriety because of the large number of children abused and because of the high profile positions of the abusers. In these nationally known cases, the scandals have taken place at institutions that are both nationally and world-wide renowned, including the Catholic Church,1 The Boy Scouts of America,2 and the Pennsylvania State University [Penn State].3 In each of these circumstances, the abuser was someone the community and the children trusted: priests,4 scout masters,5 and mentors.6

In many of these cases, the child abuse was discovered but not reported to Child Protective Services [CPS] or law enforcement, thus resulting in more children being placed at risk of being abused.7 In each case, state laws existed that required either enumerated individuals or the general public as a whole to report suspected cases of child abuse.8 This is because all 50 states have statutes that require enumerated individuals to report cases of suspected child abuse.9 These statutes are the result of a federal grant program intended to help states fund “child abuse or neglect prevention

5. Yardley, supra n. 2.
6. Rohan, supra n. 3.
8. Child Welfare Info. Gateway, Mandatory Reporters of Child Abuse and Neglect, 1 (August 2012) (available at https://www.childwelfare.gov/systemwide/laws_policies/statutes/manda.pdf) [hereinafter CWIG] (all 50 states and the District of Columbia have statutes that specify who must report cases of child abuse); see Appendix D.
9. Id.
and treatment programs."

10 The federal statute that created these grants states that its purpose is “assisting the States in improving the child protective services system.”

In Pennsylvania, the most high profile case of child abuse revolves around Jerry Sandusky, the former Penn State assistant football coach and the founder of the Second Mile. The Pennsylvania statute, Persons Required to Report Suspected Child Abuse [Reporting Statute], mandates enumerated persons to report cases of suspected child abuse. Unfortunately, in 2001, this statute failed because there was no report of suspected child abuse made to CPS against Jerry Sandusky. Because a report was never made to CPS, Sandusky was free to abuse children for years until his arrest in 2011.

The Sandusky case has identified weaknesses in the Reporting Statute, prompting this review of it. The aim of this proposal is to strengthen the Reporting Statute by expanding the list of enumerated mandatory reporters, streamlining the reporting process, and increasing the mandatory reporters’ knowledge of child abuse, including what constitutes child abuse and how to make a report to CPS. The intended effect of these changes is to ensure that individuals who are placed in a position to identify child abuse will be able to identify the abuse before greater harm can be caused to the child. This proposal accomplishes that goal because a larger pool of individuals will be better
educated on detecting abuse, and the reporting process will require all reports to be made immediately to CPS. Therefore, more children will be protected by individuals who are educated on detecting abuse, and who are required to make a report to authorities.

This review of the Reporting Statute will examine the case of Jerry Sandusky and what exactly in that case prompted the need for this review. By examining the Sandusky case, deficiencies in the law will be exposed. Based on these deficiencies, changes can be made to prevent this from happening again. Further, this review will also examine child abuse statistics and their effects on the victim. These statistics are important because they represent the need to always be vigilant in preventing this type of abuse. These statistics will also reveal the need for reporting statutes and the effect they can have on protecting children. This review will expose the holes in the Reporting Statute which have driven the changes being recommended here.\textsuperscript{18}

II. Jerry Sandusky

This review of the Reporting Statute has been prompted by Jerry Sandusky's actions and the inaction of others. Understanding the events that took place leading up to Sandusky's arrest is important to understand why it is necessary to conduct this review. By reviewing the Sandusky case, it is possible to point out the shortcomings of the existing Reporting Statute and, from these observations recommendations can be made to strengthen the statute.

Jerry Sandusky's name resonates throughout Pennsylvania as a person who betrayed the trust of the vulnerable children who came to him for help. Sandusky was the longtime assistant football coach at Penn State and the founder of the highly respected

\textsuperscript{18} Id.
and successful Second Mile charity.\textsuperscript{19} The Second Mile was a statewide multimillion dollar charity with a mission to “help children who need additional support and would benefit from positive human interaction.”\textsuperscript{20} Sandusky used his time at these two institutions to prey on young boys and sexually abuse them.\textsuperscript{21} Over the years, Sandusky’s abuse was discovered, but was not always immediately reported to authorities.\textsuperscript{22}

In 1998, the first known allegation of child abuse was made against Sandusky.\textsuperscript{23} The report was made by the mother of an 11-year-old boy who discovered that Sandusky was showering with her son in the Penn State football locker room.\textsuperscript{24} This allegation led to an investigation of Sandusky and his actions with this boy.\textsuperscript{25} The investigation included members of the Penn State and State College Police Departments, the Department of Public Welfare, and Ray Gricar, the Centre County District Attorney. Following an investigation, Gricar decided not to file criminal charges against Sandusky.\textsuperscript{26}

In 1999, Sandusky retired as a Penn State football coach.\textsuperscript{27} Sandusky’s retirement did not prevent him from having continued access to Penn State and its football facilities.\textsuperscript{28} As a part of his retirement, Sandusky was granted emeritus status.\textsuperscript{29} This status came with many perks, including a campus office, access to recreational facilities, and unlimited access to the Penn State football facilities and locker room.\textsuperscript{30}

\textsuperscript{19} Grand Jury, supra n. 7, at 1.
\textsuperscript{20} Id.
\textsuperscript{21} Id.
\textsuperscript{22} Id., at 10.
\textsuperscript{23} Id., at 19.
\textsuperscript{24} Id.
\textsuperscript{25} Id., at 19-20.
\textsuperscript{26} Id., at 19.
\textsuperscript{27} Id., at 11.
\textsuperscript{28} Id.
\textsuperscript{29} Id.
\textsuperscript{30} Id.
In 2002, Mike McQueary, a graduate assistant with the Penn State football team, discovered Sandusky in the Penn State football locker room showering with a young boy.31 This boy would later be known to the public through the Sandusky Grand Jury Presentment as Victim 2.32 McQueary believed that he witnessed Sandusky sexually abusing the boy.33 After witnessing this, McQueary went home and informed his father of what he saw.34 The next day, McQueary reported what he saw to Joe Paterno, Penn State’s head football coach.35 Paterno followed McQueary’s report by relaying this information to his superiors, the athletic director, Tim Curley, and Gary Shultz, the senior vice-president for Finance and Business.36 McQueary later met with Curley and Shultz and told them that he witnessed Sandusky sexually abusing a child in the football team locker room showers.37 Curley and Shultz promised McQueary that they would investigate the incident.38 Curley later informed McQueary that the Second Mile was informed of the incident and that Sandusky’s keys were taken from him.39 Throughout this investigation, McQueary was never interviewed by the police, and neither Child Protective Services nor the police were notified.40

In 2011, Sandusky was investigated for a second time.41 This investigation was led by the Pennsylvania Attorney General’s office, which utilized Pennsylvania’s Thirty-Third Investigative Grand Jury [Grand Jury] to gather facts in determining if Sandusky

31. Id. at 6; Pa. Atty. Gen., supra n. 16.
33. Id.
34. Id. at 7.
35. Id.
36. Id.
37. Id.
38. Id.
39. Id.
40. Id. at 7-8.
41. Id. at 1.
abused children.42 The Grand Jury determined that Sandusky committed numerous sex crimes against children resulting in Sandusky having over 40 charges brought against him.43 The most high-profile incident of child abuse revealed by the Grand Jury presentment was the case of Victim 2. This case made national headlines because of where it took place and the number of high-profile mandated reporters at Penn State that did not report to the case to CPS,44 including then university president Graham Spanier, Paterno, Curley, and Shultz.45

In 2012, Jerry Sandusky was tried and convicted of 45 counts of abuse against children and has been sentenced to 30-60 years in prison.46 Since this incident, Curley, Shultz, and Spanier have been charged with perjury for their testimony during the Grand Jury investigation and for failing to report child sexual abuse.47 Curley, Shultz, and Spanier are currently awaiting trial.48

My interest in reviewing and revising the Pennsylvania child abuse reporting law is a result of the inaction taken in this case. Curley and Shultz failing to report Sandusky’s actions with Victim 2 to CPS was completely the opposite of what was supposed to happen.49 The Reporting Statute was not designed for institutions such as Penn State to determine whether there is a reason to suspect abuse, or give them the right to conduct an investigation.50 Curley and Shultz should have immediately reported McQueary’s

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42. Id.
45. Grand Jury, supra n. 7, at 6-7.
46. Rohan, supra n. 3.
47. Id.; Pa. Atty. Gen., supra n. 16.
48. Rohan, supra n. 3.
49. Grand Jury, supra n. 7, at 12.
50. Id.
allegation of abuse against Sandusky. The Reporting Statute was designed for an institution to receive reports of child abuse from its employees, and then follow that up with a report from the institution to CPS. In this case, Curley and Shultz did not make a report to CPS. Instead, they determined on their own whether a report was necessary. This demonstrates a serious breakdown in how the Reporting Statute was meant to work. Because of Curley’s and Shultz’s inaction in 2001, Sandusky was free for years to potentially abuse more children.

III. Child Abuse Statistics and Who is at Risk of Abuse

Child abuse is a national problem that affects thousands of children across the country. It wasn’t until 1962, when physician Henry Kempe published a paper on battered child syndrome that state governments started to develop child abuse and neglect reporting laws. Since this time, reports of suspected child abuse have risen significantly from only 150,000 reports of suspected child abuse in 1963 to over 5.7 million reports of suspected child abuse in 2007. From those 5.7 million reports, authorities were able to confirm 735,000 cases of child abuse. More recently, the Centers for Disease Control and Prevention reported 695,000 confirmed cases of abuse in 2010, including 1,560 children who died as a result of abuse and neglect.

51. Id.
53. Grand Jury, supra n. 7, at 8.
54. Id. at 10.
59. Id.
60. CDC 2012, supra n. 46, at 1.
numbers are a decrease from 2008, during which 772,000 children were abused, including 1,740 who died.61

In 2011, Pennsylvania’s Department of Public Welfare [DPW] received 24,378 reports of suspected child abuse.62 From these reports, the DPW was able to substantiated 3,408 cases of abuse.63 These cases involved 3,292 children, including 269 children who are known to have been previously abused.64 Girls were more likely than boys to be abused, as 2,274 girls were abused compared to 1,134 boys.65 Unfortunately, 34 children died as a result of the abuse in 2011.66

The abuse that these thousands of children have gone through can result in many different types of physical and psychological injuries that can negatively affect the child for the rest of his or her life.67 These injuries include bruises, cuts, burns, broken bones, sexually transmitted diseases, pregnancy, brain injury and even death.68 Lifelong problems that a victim of abuse may experience include the disruption of early brain development, alcoholism, drug abuse, high-risk sexual behavior, post-traumatic stress disorder, chronic somatic disorders, and suicide.69 Further, there can be significant financial costs associated with child abuse.70 Recent estimates have put costs at greater than $33 billion annually.71

63. Id.
64. Id. at 8.
65. Id.
66. Id. at 7.
67. CDC 2012, supra n. 46 at 1; Levi & Tooman, supra n. 49 at 63.
68. Id.
69. Id.
70. Levi & Tooman, supra n. 49, at 63.
71. Id.
Many different circumstances can lead to certain children being at a greater risk for abuse. These circumstances can include age, family income, and isolation from loved ones. Children under the age of three have the highest documented rate of abuse. This can be attributed to young children requiring constant care and their small size. Statistics have shown that girls are more likely to be abused than boys. A child that lives in a home where there is a history of drug and alcohol abuse is at a higher risk for abuse, as are children whose families do not live near any close friends or relatives. Children in families that are isolated from other relatives and friends may experience higher levels of abuse because the parents lack positive parenting role models or may lack the pressure to conform to normal parenting standards. Children that live under the poverty line have a greater chance of being abused. This can be attributed to many factors, such as the child's parents being unable to provide adequate care, or a combination of a parent having a substance abuse problem while living under the poverty line which may result in abusive behavior towards their children. Children in single parent households are also at greater risk for abuse. This can be contributed to things such as the likelihood that single parent families are more likely to live under the

72. CDC 2012, supra n. 46 at 1.
74. Id.
75. Pa. DPW, supra n. 59, at 8 (reporting that in 2011 there were 2,274 substantiated cases of abuse involving girls compared to 1,134 for boys).
76. CDC 2012, supra n. 46, at 1.
77. Id.
78. Coordinated Response, supra n. 70, at 34.
79. Id.
80. Id. at 33.
81. CDC 2012, supra n. 46, at 1.
poverty line, increased stress of that the single parent may feel as the sole provider, and a lack of a support system in the family.82

Based on these statistics and the harm that child abuse causes, it is easy to see the importance of a clear and concise reporting statute. By having a statute that clearly identifies who is required to make a report to CPS and how a report is to be made, more children who are being harmed will be protected. Further, a statute that trains mandatory reporters on how to identify child abuse may decrease the time it takes before a mandatory reporter realizes a report must be made. To accomplish these goals, the Pennsylvania Reporting Statute will require some changes.

IV. The Current State of Pennsylvania’s Law on Reporting Child Abuse

To better understand what changes need to be made to the Reporting Statute, it is important to understand how it was intended to work. At this time, the Reporting Statute is the current law in the state of Pennsylvania for reporting child abuse and neglect.83 However, this statute does not function alone in the reporting process. The process of reporting cases of child abuse requires the Reporting Statute to be used along with the Reporting Procedure Statute,84 and the Immunity Statute.85 Understanding how these statutes work together is important in understanding how the entire Pennsylvania child abuse reporting process works.

The Reporting Statute came into effect on May 29, 2007, and is broken down into four parts: (a) the general rule, (b) enumeration of persons required to report abuse, (c) staff members of institutions, etc., and (d) civil action for discrimination against persons

82. Coordinated Response, supra n. 70, at 33.
filing the report.\textsuperscript{86} Section (a) of the Reporting Statute lays down the general rule of the law and how the statute is supposed to work.\textsuperscript{87} The general rule requires a report to be made when a mandatory reporter:

who, in the course of employment . . . comes into contact with children shall report or cause a report to be made . . . when the person has reasonable cause to suspect . . . that a child under the care, supervision, guidance or training of that person or of an agency . . . is a victim of child abuse, including child abuse by an individual who is not a perpetrator.\textsuperscript{88}

This section specifies that reports are to be made in accordance with the procedures stated in the Reporting Procedure Statute.\textsuperscript{89} The Reporting Procedure Statute states the steps that need to be taken to report of child abuse.\textsuperscript{90} These requirements include making a report by “telephone and in writing within 48 hours after the oral report.”\textsuperscript{91} The Reporting Procedure Statute also requires that reports be made to CPS.\textsuperscript{92}

The rule in Section (a) is not absolute, as there are a few exceptions.\textsuperscript{93} These exceptions apply to confidential information disclosed to members of the clergy and attorneys.\textsuperscript{94} However, there is no exception for privileged communication between any professional person and a client or patient.\textsuperscript{95} The privileged nature of the communication will not be a defense for the mandatory reporter if that reporter fails to make a report of suspected child abuse.\textsuperscript{96}

\textsuperscript{87} Id., at § 6311(a).
\textsuperscript{88} Id.
\textsuperscript{89} Id.
\textsuperscript{91} Id.
\textsuperscript{92} Id.
\textsuperscript{94} Id.
\textsuperscript{95} Id.
\textsuperscript{96} Id.
Section (b) of the Reporting Statute lists the enumerated reporters who are required to report suspected cases of child abuse. Every state has a list of enumerated persons who are required to report. In fact, some states require all of their citizens to be mandatory reporters. States that do not require everyone to report enumerate specific persons to report, and in most cases, those persons include doctors, teachers, social workers, and law enforcement officers. Pennsylvania is no different; the state has a long list of enumerated reporters who are required by law to report suspected cases of child abuse:

Any licensed physician, osteopath, medical examiner, coroner, funeral director, dentist, optometrist, chiropractor, podiatrist, intern, registered nurse, licensed practical nurse, hospital personnel engaged in the admission, examination, care or treatment of persons, Christian Science practitioner, member of the clergy, school administrator, school teacher, school nurse, social services worker, day-care center worker or any other child-care or foster-care worker, mental health professional, peace officer or law enforcement official.

Many of these individuals see children every day because they are teachers, day-care center workers, or physicians. By interacting with children daily, these enumerated reporters will be in a position to easily identify cases of abuse.

The next section of the Reporting Statute, section (c), requires enumerated reporters in section (b) who are staff members, of “a medical or other public or private institution, school, facility or agency” to report directly to the person in charge at his or her institution or to a designated person. This person will then assume the
responsibility for making a report of child abuse to CPS.\textsuperscript{105} This designated person is required to follow the same steps that are laid out in the Reporting Procedure Statute.\textsuperscript{106}

In the Sandusky Case, section (c) was followed as intended by both McQueary and Paterno.\textsuperscript{107} This was accomplished when McQueary reported to Paterno that he saw Sandusky abusing a boy in the locker room showers, and when Paterno reported this information to Curley, who, as Athletic Director, was the person in charge.\textsuperscript{108} It was Curley and Shultz’s responsibility under section (c) to make the report to CPS.\textsuperscript{109} Unfortunately, neither Curley nor Shultz made a report to CPS, which demonstrates a significant flaw in the statute.\textsuperscript{110} This flaw is what has prompted this review, and the recommendations that are provided below.

The last portion of the Reporting Statute, section (d), protects any person who makes a report in good faith of suspected child abuse from discrimination.\textsuperscript{111} The section makes it illegal for an employer to dismiss an employee who reports a case of child abuse.\textsuperscript{112} This statute also makes it illegal for anyone to discriminate against a reporter of child abuse with regard to that person’s “compensation, hire, tenure, terms, conditions or privileges of employment.”\textsuperscript{113} If a reporter of child abuse is discriminated against, that person is provided a cause of action under this section.\textsuperscript{114}

\textsuperscript{105} Id.
\textsuperscript{106} Id.
\textsuperscript{107} Grand Jury, supra n. 7, at 7.
\textsuperscript{108} Id.
\textsuperscript{109} Id. at 12.
\textsuperscript{110} Id.
\textsuperscript{112} Id.
\textsuperscript{113} Id.
\textsuperscript{114} Id.
Lastly, good faith reporters of child abuse are immune from liability because of the Immunity Statute.\textsuperscript{115} Although the Reporting Statute does not specifically mention the Immunity Statute in its text, the Immunity Statute does directly reference reports of child abuse made under the Reporting Statute.\textsuperscript{116} This statute provides immunity from liability any report made in good faith of suspected child abuse.\textsuperscript{117} This protects the reporter for liability for any damage the report may have cause as long as the report was made in good faith.

V.  \textbf{Recommendations}

A. Expand the Reporting Statute

The intent of a reporting statute is to require individuals who are in a position to detect child abuse and to report child abuse.\textsuperscript{118} Child abuse statutes originally required only doctors to report, but over time, these statutes have grown significantly to incorporate a larger array of professionals.\textsuperscript{119} Today, over 70 million people are required to report child abuse.\textsuperscript{120} Professions who are often designated as mandatory reporters include, teachers, physicians, social workers and law enforcement.\textsuperscript{121} However, some states have required other professions that are not commonly required to report child abuse such as members of the clergy, animal control officers, and university administrators.\textsuperscript{122} As previously mentioned, some states have even gone as far as

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116. Id. at § 6318(b) (stating, "[f]or the purpose of any civil or criminal proceeding, the good faith of a person required to report pursuant to section 6311 . . . shall be presumed").
117. Id. at § 6318(a).
120. Levi \& Tooman, \textit{Supra} n. 49 at 63.
121. CWIG, supra n. 8, at 2.
122. Id. at 2-3.
\end{flushright}
requiring every person to report cases of child abuse. This proposal will not go as far as those states. The recommendations being offered in this review for the Reporting Statute will require that administrators, faculty, staff, athletic coaches, and volunteers at private and public colleges and universities, as well as a child’s parents or legal guardians, be made mandatory reporters. This proposal will also recommend that any other person may report child abuse under the Reporting Statute.

The main reason to expand the Reporting Statute to include university employees and parents is due to their responsibility for children who are in their care. Expanding the Reporting Statute to include these two groups of people will be a positive step toward improving the number of substantiated reports of child abuse. Statistics have shown that mandated reporters have a higher percentage of substantiated reports, compared to non-mandated reporters. This may be because mandatory reporters are notified of their responsibility to report suspected child abuse. It has also been shown that once a group of individuals has been designated as mandatory reporters, reports made from that group increase substantially. These trends should continue with the addition of university employees and parents as mandatory reporters.

The Pennsylvania Reporting Statute has a long list of enumerated reporters who are required by law to report suspected cases of child abuse. These professions include “school administrator, school teacher, and school nurse.” However, the list of mandatory reporters does not mention university and college employees. At this time,

123. Id. at 3; see Appendix D.
124. Bell & Tooman, supra n. 55, at 346.
125. Id. at 347.
126. Id.
128. Id.
129. Id.
only four states identify university employees as mandatory reporters. Nevertheless, many universities have taken it upon themselves to require its employees to report suspected child abuse. If the intent of reporting statutes is to require professionals to report abuse, it is only logical then that the Pennsylvania Reporting Statute should include administrators, faculty, staff, athletic coaches, and volunteers at private and public colleges and universities.

By expanding the Reporting Statute to include these individuals as enumerated reporters, a larger group of professions, who regularly come into contact with children, will be required to report abuse. Many universities are entrusted by thousands of parents every summer to protect their children from harm when they send them to camps located at these universities. These camps are run by university employees who should be held responsible for the safety of the thousands of children who attend these camps. Therefore, the university employees who work at these camps are responsible for protecting the campers from potential abuse, and should be required to report child abuse. If the goal of reporting statutes is to require individuals to report abuse, it is only logical that universities employees are amongst this group. Because the intended purpose of reporting statutes is to protect children against abuse, it is imperative to require that administrators, faculty, staff, athletic coaches, and volunteers at private and public colleges and universities be made mandatory reporters. These professionals can have extensive interaction with children and should be required to report abuse.

130. CWIG, supra n. 8, at 3.
133. Id.
It is equally imperative that parents and legal guardians be included as mandatory reporters. Though the law typically does not require individuals to protect others from harm, a special relationship can exist that establishes a duty to act.134 In Pennsylvania, parents and legal guardians share a special relationship, recognized by law, with their children.135 This special relationship establishes a legal duty to protect their children from harm.136 This special relationship exists because children rely on their parents for comfort, health and safety.137 In this special relationship, parents already have a legal duty to report any abuse against their child. It is therefore only logically then that parents should be included as a mandatory reporter. Further, designating parents as mandatory reporters may make them more aware of their responsibility to protect their child from harm.

By requiring parents to become mandatory reporters, Pennsylvania will join a number of other states have already done so.138 Designating parents as mandatory reporters may make parents aware of their responsibility to protect their child from harm. In states where parents have been designated as reporters of child abuse, they often report child abuse at higher rates than doctors and day care providers in that state.139 This just shows that when parents are compelled to report child abuse, they do, making parents that much more important to the reporting processes.

134. Martinez, supra n. 116, at 470-471.
135. Reardon v. Wilbur, 272 A.2d 888, 890 (Pa. 1971) (stating, “[p]arents have a duty to exercise reasonable care to protect their small children and keep them from danger”).
137. Martinez, supra n. 116, at 477.
139. Martinez, supra n. 116, at 483.
Parents are also in the best position to detect abuse of their child. When legislatures are determining whom to require as mandatory reporters, one of the most important factors is how often that person encounters children.\textsuperscript{140} Considering this, parents probably spend more time with their children than anyone else, and therefore are most likely to be the first to detect abuse.\textsuperscript{141} Further, a parent is more likely to have personally witnessed or to suspect abuse because it “generally ‘occur[s] in a family setting where there are few or no witnesses . . . other than the parents themselves.”\textsuperscript{142} In fact, over 77 percent of child abuse is inflicted in the home by a biological parent and another 3 percent comes from an in-home step-parent.\textsuperscript{143} Overall, 87 percent of child abuse is perpetrated by a person that lives in the child’s home.\textsuperscript{144} This information demonstrates why a parent’s proximity to the abuse, and the likelihood to be the first person to detect it, is so important for the reporting process. This is a prime reason for why parents should be mandatory reporters – because such proximity to the abuser and the child provides the parents with the majority of the information necessary to make a report and assist CPS.\textsuperscript{145}

Any reporting statute that does not enumerate parents as mandatory reporters of child abuse cannot be considered a practical approach to preventing child abuse. Such a statute ignores the already-existing duty of parents to protect their children from harm. Further, it overlooks the person whom children spend the most time with — their own parents. The only way to improve the reporting statute is to require those who have the

\begin{footnotes}
\textsuperscript{140} Id. at 479. \\
\textsuperscript{141} Id. \\
\textsuperscript{142} Id. (Quoting Homer H. Clark, The Law of Domestic Relations in the United States, § 9.4 at 357 (2d. ed. 1988). \\
\textsuperscript{144} Id. \\
\textsuperscript{145} Bell & Tooman, supra n. 55, at 338.
\end{footnotes}
best opportunity to prevent further abuse to report that abuse. A child’s parent is one of those people.

The reporting statute should also include a section that permits, but does not require, anyone to report suspected child abuse. The purpose of this section is to protect anyone that reports child abuse, who is not already a mandated reporter, from discrimination and liability for filing a report. The Pennsylvania Statute does not explicitly provide these protections. However, the Immunity Statute’s general rule grants immunity from liability to “[a] person . . . that participates in good faith in making a report, whether required or not.”146 Because the Immunity Statute is never mentioned in the Reporting Statute,147 reporters may not be aware that they are provided immunity from liability. This change would correct that misunderstanding. To emphasize that all good faith reporters of child abuse are immune from liability, a section should be added to reference the Immunity Statute.

The intent of this section is not meant to make everyone a mandatory reporter. Requiring everyone to be a mandatory reporter could potentially overwhelm the staff of CPS. This would hurt efforts to help abused children and could be counterproductive.148 Therefore, to mandate everyone as a mandatory reporter could be detrimental to the overall process. This proposal avoids that problem, but does provide good faith reporters the protections that every mandated reporter is given.

These proposals have one purpose: to allow more people who are in a position to identify child abuse to report child abuse to CPS. By requiring administrators, faculty, staff, athletic coaches, and volunteers at private and public colleges and universities, as

well as a child’s parents or legal guardians to report child abuse, the Reporting Statute will grow to include large groups of people who have extensive interaction with children. By requiring these people to report child abuse, they will be more compelled to do so, resulting in more children being protected. 149 Further, by permitting anyone to report child abuse and by including them under the Reporting Statute, all reporters of child abuse will be protected from discrimination and liability. This may encourage more people to make a report of child abuse knowing that they are protected from any repercussions. If the intent of a reporting statute is to encourage more people to report child abuse, 150 these changes accomplish that and make the Pennsylvania Reporting Statute much stronger.

B. Streamline the Reporting Process

The Pennsylvania Reporting Statute under Section (c) requires enumerated reporters who are staff members of “a medical or other public or private institution, school, facility or agency” to report cases of suspected child abuse to either the person in charge or a designated person. 151 This section of the Reporting Statute needs to be changed to ensure that all cases of suspected child abuse are reported directly to CPS. The need for this change is highlighted by the Sandusky case, in which the person in charge did not pass on the report of suspected child abuse to CPS. 152 Nowhere in the Reporting Statute is the person in charge given the choice to conduct his or her own investigation or decide whether a report needs to be made. 153 A report to CPS should always be made when a mandatory reporter reasonably suspects that a child has been abused. To remedy this

149. Bell & Tooman, supra n. 55, at 342.
150. Id.
152. Grand Jury, supra n. 7, at 12.
problem, the reporting processes needs to be streamlined so that all reports of suspected child abuse move directly from the original source to CPS.

Requiring all reports of suspected child abuse to go directly to CPS is a standard used by a vast majority of states. A statute that no longer requires an employee to report abuse directly to his or her boss removes the middleman from the reporting process. The change recommended here, however, will not eliminate the requirement of reporting suspected cases of child abuse to one’s boss. Reporting to one’s boss will become a secondary step after a report has been made to CPS. This is not a new approach to reporting suspected child abuse, but is one that has been adopted by a number of states.

West Virginia, for example, has adopted this approach as law. West Virginia requires that all reports initially be made within 48 hours to the Department of Health and Human Resources. The statute then requires any mandated reporter who is a member of an institution to also inform the institution. The purpose for this aspect of the statute is to have the institution supplement the initial report, or if necessary, make its own report. However this section does not relieve the mandatory reporter from reporting suspected child abuse to CPS. Reporting to the institution is only an additional step.

154. See Appendix D.
157. Id.
158. Id.
159. Id.
160. Id.
161. Id.
There are many advantages to this approach. The primary advantage is that the report is made immediately to CPS from the source. This allows CPS to investigate the allegations immediately and gather all the facts directly from the source of the allegations. This also removes the possibility that an institution first conducts its own investigation, and then decides whether to inform CPS. This kind of policy presents many problems, including the fact that not every institution has the resources to conduct its own investigation. For example, a doctor’s office will not have its own police force, compared to a university such as Penn State.\footnote{162}{Penn. St. U., University Police and Public Safety, http://www.police.psu.edu/ (updated Feb. 19, 2009).} And in the case of Sandusky, Penn State officials were informed of child abuse but still decided not to inform CPS.\footnote{163}{Grand Jury, supra n. 7, at 12.} By following the West Virginia model, McQueary would have been required to immediately notify CPS, and then also be required to inform Paterno.\footnote{164}{W. Va. Code Ann. § 49-6A-2 (mandating that all reports of abuse shall be made immediately to the Department of Health and Human resources and if the mandatory reporter is a staff member of a public or private institution a report shall also be made to the person in charge of that institution).}

Another advantage to adopting the West Virginia standard of reporting is that it immediately involves all parties. Under this standard, CPS would have been able to begin its investigation, with Penn State supplementing CPS efforts. A few things that Penn State could have done to supplement CPS include retrieving any relevant surveillance video, preserving any useful records on the matter, and taking action to prevent against any potential future harm to the victim.

To ensure that an employer cannot interfere or discourage an employee from directly making a report CPS, the Reporting Statute will make it against the law for an employer to enact any policy that requires an employee to receive permission to make a report or delays the reporting process. Other states have similar provisions in their reporting
This measure prevents employers from having any say on whether a report should be made, and gives the reporter the freedom to decide for themselves if a report is needed. It may also prevent an employer from trying to influence a reporter to not make a report.

C. Employers of Mandatory Reporters Must Provide Educational Training

To enhance the effectiveness of the Reporting Statute anyone that employs or contracts out employment to a mandatory reporter shall be required to provide no less than two hours of training annually on how to identify child abuse and how to properly report it to CPS. This is the most important recommendation being made because it can make a significant difference on whether a report is made or not. It is unreasonable to expect the average person to understand what child abuse is and how to report it. An in-depth training program would help resolve this problem. It is undisputed that there are thousands of unsubstantiated reports of child abuse made every year. These reports take time and resources away from cases that can be substantiated. To improve a reporting statute so that it is more effective it is vital to increase the accuracy of the reports made. This would result in reducing the number of cases that cannot be substantiated.

165. See e.g., N.Y. Soc. Serv. Law § 413.
167. Kramer, supra n. 17, at ¶16:17 (2d ed.).
168. Longstreth, supra n. 174.
169. Id.
To increase child abuse reporting accuracy, a reporter must determine what situations require a report to be made. Failure to accurately determine if there was abuse can deprive a child the help he or she needs. An inaccurate belief that there was child abuse can also have the inverse effect. A child who is the center of an inaccurate report may become subject to needless and invasive questioning and medical procedures. Further, inaccurate reports can result in the misuse of CPS’ limited resources.

There are many factors why child abuse may be under reported. Some of these factors include the reporter not understanding what child abuse is, being unaware of the child abuse, unwillingness to believe that the child’s parent may be the abuser, or concerns about being sued by the child’s parents for making a mistaken report of abuse. To correct these problems and to increase reporting accuracy, training programs for mandatory reporters must be implemented by employers. An education program can resolve many of these issues and remove any potential bias a reporter might have against making a report because the reporter will have a better understanding of what warrants a report.

Many states already require that employers provide training to mandatory reporters. This training has proven to be effective at encouraging mandatory

171. Id.
172. Longstreth, supra n. 174.
174. Id. at 155; Levi & Portwood, supra n. 49, at 65.
175. Levi & Portwood, supra n. 49, at 65.
176. Bell & Tooman, supra n. 55, at 344.
177. Id.
reporters to report abuse. In fact, a 1992 study found that professionals who received two hours of training on child abuse were 80 percent more likely to report suspected cases of child abuse.\textsuperscript{180} These professionals attributed this change in attitude to having a better understanding of their legal obligation.\textsuperscript{181} In fact, many other studies have shown that when mandatory reporters are aware of their responsibilities they are more likely to report suspected child abuse.\textsuperscript{182}

Educational programs make it clear to mandatory reporters of their responsibility to report.\textsuperscript{183} This has resulted in an increase in the number of reports made,\textsuperscript{184} which has also resulted in a decrease in the number of fatalities from abuse.\textsuperscript{185} This just shows some of the positive side effects that an educational program can have. These programs will also inform reporters that they are immune from liability.\textsuperscript{186} This can relieve many reporters’ fears of having negative repercussions for incorrectly making a report. If a reporter does not have to worry about being sued if he or she is wrong in reporting suspected child abuse then that reporter may be more likely to report.

Educating reporters on child abuse can have other positive outcomes including increasing the effectiveness in the reporting process. This is because training programs teach reporters on how to make appropriate, complete and accurate reports.\textsuperscript{187} When mandatory reporters can improve the quality of their reports it can reduce the rate of unsubstantiated reports.\textsuperscript{188} This is significant because it allows CPS to focus their efforts

\textsuperscript{180} Bell & Tooman, supra n. 55, at 342.
\textsuperscript{181} Id.
\textsuperscript{182} Id.
\textsuperscript{183} Id. at 348.
\textsuperscript{184} Id. at 342.
\textsuperscript{185} Id.
\textsuperscript{186} Id. at 348.
\textsuperscript{187} Id.
\textsuperscript{188} Id.
on cases that can be substantiated. At a time when CPS cannot afford to stretch its resources any further, it should be a priority to cut down on the rate of unsubstantiated reports from its current level of 85 percent.

The only exception to this requirement is that employers do not have to provide educational training on child abuse to employees who only are mandatory reporters because they are a parent or legal guardian. This is because parents and legal guardians are not mandatory reporters because their work places have them frequently interacting with children. Parents and legal guardians are on the list of mandatory reporters because of their already existing legal obligation to protect their children from harm and because the majority of abuse takes place in the home. It is therefore unreasonable to require an employer to spend money and provide educational training to parents and legal guardians when that employer would almost never have children in the work place.

Educating mandatory reporters must be a priority if a reporting statute is to be effective. To be sure that the Reporting Statute is effective it must require that employers provide at a minimum two hours of training yearly. Though two hours a year may not seem like much it has been shown to have a positive effect on increasing the likelihood that a mandatory reporter will make a report. This cannot be underestimated on its impact on child safety. Further, an education program provides mandatory reporters a better understanding of what needs to be reported. Such

189. Longstreth, supra n. 147.
190. Pa. DPW, supra n. 162 at 7-8.
191. Reardon, 272 A.2d at 890.
192. Martinez, supra n. 116 at 483.
193. Bell & Tooman, supra n. 55, at 342.
knowledge can result in an abused child receiving the help it needs sooner. Mandatory reporters will also know that they should not have to fear any type of repercussion for making a report in good faith. Lastly, educating mandatory reporters has shown to increase the accuracy of reports. The accuracy of these reports is invaluable to CPS which cannot afford to have its limited resources working on cases that cannot be substantiated. All of these points demonstrate one thing, that there are only benefits to requiring education for mandatory reporters.

VI. Conclusion

The national prominence of recent child abuse cases and specifically the Sandusky scandal have created the need for this review of the Pennsylvania Reporting Statute. With over 3,000 confirmed cases of child abuse in Pennsylvania for 2011, there is no question that there is a need for a strong reporting statute. Without it, thousands of children would be at risk of abuse. The current Pennsylvania Reporting Statute, 23 Pa. Consol. Stat. Ann. § 6311, was seen, during the Sandusky case, to have significant problems that need to be resolved if the statute is to do a better job protecting children. These changes include enlarging the reporting statute, streamlining the reporting process, and requiring employers to educate their mandatory reporters. These measures should result in more cases of suspected child abuse being reported. At the same time these reports will be more accurate which will result in more cases being substantiated.

195. Bell & Tooman, supra n. 55, at 348.
196. Id.
197. Longstreth, supra n. 147.
The changes to the Reporting Statute that are purposed in this review will have a significant impact on the children that they are intended to protect benefit.\textsuperscript{200} There are many reasons why these changes will improve the Reporting Statute. Since one of the primary reasons a person is made a mandatory reporter is because that person has frequent interaction with children, it is important to select people and professions that fall under this category.\textsuperscript{201} Because of this, it is imperative that administrators, faculty, staff, athletic coaches, and volunteers at private and public colleges and universities are added to the Reporting Statute. These people often interact with children as a part of their work through on-campus summer camps and events.\textsuperscript{202} This is evident by the fact that in the case of Sandusky, the reporter, Mike McQueary, was an athletic coach,\textsuperscript{203} which highlights the need to mandate these professionals.

Parents and legal guardians are another group of people that need to be added under the Reporting Statute as mandatory reporters. Parents and legal guardians already have a special relationship with their children.\textsuperscript{204} This special relationship creates a legal duty to protect the child from harm.\textsuperscript{205} Further, parents are most likely to be the first person to detect that their child is being abused because of their parental duties and because child abuse often takes place in the home.\textsuperscript{206} Based on their preexisting special relationship and their proximity to their children and most likely the abuse, parents and legal guardians are instrumental in the detection and reporting of child abuse and therefore should have to be mandatory reporters.

\begin{flushleft}
\textsuperscript{200} See Appendix A.\\
\textsuperscript{201} Martinez, supra n. 116 at 479.\\
\textsuperscript{202} Penn. St. Athletics, supra n. 130.\\
\textsuperscript{203} Grand Jury, supra n. 7, at 6.\\
\textsuperscript{204} Reardon, 272 A.2d at 890.\\
\textsuperscript{205} Id.\\
\textsuperscript{206} Martinez, supra n. 116 at 483.
\end{flushleft}
The reporting processes for mandatory reporters can also be significantly improved. Reporting child abuse could be done faster and more accurately if the Reporting Statute required all reports to go to CPS. This would eliminate the requirement of employees at a “medical or other public or private institution, school, facility or agency” from having to immediately make a report to the person in charge or a designated agent.207 Only after a report was made to CPS would a report need to be made to the reporter’s employer. This approach would avoid the same mistake that took place at Penn State,208 and ensure that every report makes it to CPS. The process is further improved by preventing an employer from requiring mandatory reporters to inform or ask for permission to make a report. This will help make sure that all suspected cases of child abuse are being reported to CPS.

The last and most important new measure for the Reporting Statute is to require employers of mandatory reporters, with the exception of parents and legal guardians, to provide no less than two hours of education per year on how to report child abuse. Educating reporters on child abuse has been shown to increase the likelihood that the reporter will make a report in the future.209 It has also been shown that when a reporter is educated on the reporting process there is a greater chance that the report will be substantiated.210 At a time when CPS has limited resources211 it is imperative that CPS work on more cases that can be substantiated so that resources are not being wasted on mistaken cases.

208. Grand Jury, supra n. 7 at 10.
209. Bell & Tooman, supra n. 55, at 342
210. Id. at 348.
211. Kalichman & Brosig, supra n. 168, at 154.
These changes to the Reporting Statute will result in a strong, more effective statute that will protect a greater number of children from abuse. It cannot go without saying that the Sandusky case exposed numerous issues with the Reporting Statute. By requiring more people to report and make those reports directly to CPS, the victim of the abuse will receive immediate care. Further, the increase in accuracy of reports as a result of educating mandatory reporters will pay dividends by helping more children and cutting down on unsubstantiated reports. Ultimately, these changes to the Reporting Statute will result in improving child safety in Pennsylvania.
Appendix A

Proposed Statute-Final Version

Mandatory Reporters of Suspected Child Abuse and Neglect

(a) General rule.—A person enumerated as a mandatory reporter under subsection (b), shall make a report in accordance with 42 Pa. C.S. § 6313 (relating to reporting procedure) when the person has reasonable cause to suspect that a child, under the care, supervision, guidance or training of that person or of an agency, institution, organization or other entity with which that person is affiliated, is a victim of child abuse or neglect. Privileged communications that may otherwise be protected shall not apply to situations involving child abuse and neglect, and shall not constitute grounds for a failure to report, unless provided an exception under subsection (f).

(b) Enumeration of mandatory reporters.—A person required to report under subsection (a) includes, but is not limited to:

1. administrators, faculty, staff, athletic coaches, and volunteers at private and public colleges and universities,
2. any licensed physician,
3. chiropractor,
4. Christian Science practitioner,
5. coroner,
6. day-care center worker or any other child-care or foster-care worker,
7. dentist,
8. funeral director,
9. hospital personnel engaged in the admission, examination, care or treatment of persons,
10. intern,
11. licensed practical nurse or registered nurse,
12. medical examiner,
13. member of the clergy,
14. mental health professional,
15. optometrist,
16. osteopath,
17. peace officer or law enforcement official
18. podiatrist,
19. school administrator,
20. school nurse,
21. school teacher,
22. social services worker,
23. the parent or legal guardian of a child.
(c) **Other reporters.** – Any other person may make a report in accordance with 42 Pa. C.S. § 6313 (relating to reporting procedure) when that person has reasonable cause to suspect that a child has been abused or neglected.

(d) **Staff members of institutions, etc.** – A reporter, while acting as a member of the staff of a medical or other public or private institution, school, facility or agency, shall immediately make a report in accordance with 42 Pa. C.S. § 6313 (relating to reporting procedure). The reporter shall also immediately notify the person in charge or a designated agent of a medical or other public or private institution, school, facility or agency. The person in charge or the designated agent of a medical or other public or private institution, school, facility or agency shall in no way exercise any control, restraint, modification, or other change to a report or the making of a report.

(e) **Employers of mandatory reporters shall annually provide educational training on child abuse and neglect.** – All mandatory reporters under subsection (b), except for (b)(23), the parent or legal guardian of a child, shall annually complete two hours of educational training related to the identification and reporting of child abuse and neglect, starting no less than six months from the start of employment. The employer of a mandatory reporter required to receive educational training under this section shall be responsible for providing the educational training on child abuse and neglect identification and reporting procedures.

(f) **Exceptions to the general rule.**
   1. A member of the clergy who receives confidential communication is protected under 42 Pa.C.S. § 5943 (relating to confidential communications to clergymen) and is not required to report.
   2. An attorney who receives confidential communications is protected by 42 Pa.C.S. § 5916 (relating to confidential communications to attorney) or § 5928 (relating to confidential communications to attorney) and is not required to report.

(g) **Immunity from liability.** – A person, medical or other public or private institution, school, facility or agency that makes a report of suspected child abuse in good faith shall be immune from liability in accordance with 23 Pa.C.S. § 6318 (relating to immunity from liability for good faith reports).

(h) **Civil action for discrimination against person filing report.** – A person who, in good faith, makes or causes the report to be made and, as a result thereof, is discharged from his employment or in any other manner is discriminated against with respect to compensation, hire, tenure, terms, conditions or privileges of employment, may commence an action in the court of common pleas of the county in which the alleged unlawful discharge or discrimination occurred for appropriate relief. If the court finds that the person made in good faith a report of suspected child abuse and, as a result thereof, was discharged or discriminated against with respect to compensation, hire, tenure, terms, conditions or privileges of employment, the court may issue an order granting appropriate relief, including, but not limited to, reinstatement with back pay. The department may intervene in any action commenced under this subsection.
Appendix B

Pennsylvania’s Current Child Abuse Reporting Statute


§ 6311. Persons required to report suspected child abuse

(a) General rule.--A person who, in the course of employment, occupation or practice of a profession, comes into contact with children shall report or cause a report to be made in accordance with section 6313 (relating to reporting procedure) when the person has reasonable cause to suspect, on the basis of medical, professional or other training and experience, that a child under the care, supervision, guidance or training of that person or of an agency, institution, organization or other entity with which that person is affiliated is a victim of child abuse, including child abuse by an individual who is not a perpetrator. Except with respect to confidential communications made to a member of the clergy which are protected under 42 Pa.C.S. § 5943 (relating to confidential communications to clergymen), and except with respect to confidential communications made to an attorney which are protected by 42 Pa.C.S. § 5916 (relating to confidential communications to attorney) or 5928 (relating to confidential communications to attorney), the privileged communication between any professional person required to report and the patient or client of that person shall not apply to situations involving child abuse and shall not constitute grounds for failure to report as required by this chapter.

(b) Enumeration of persons required to report.--Persons required to report under subsection (a) include, but are not limited to, any licensed physician, osteopath, medical examiner, coroner, funeral director, dentist, optometrist, chiropractor, podiatrist, intern, registered nurse, licensed practical nurse, hospital personnel engaged in the admission, examination, care or treatment of persons, Christian Science practitioner, member of the clergy, school administrator, school teacher, school nurse, social services worker, day-care center worker or any other child-care or foster-care worker, mental health professional, peace officer or law enforcement official.

(c) Staff members of institutions, etc.--Whenever a person is required to report under subsection (b) in the capacity as a member of the staff of a medical or other public or private institution, school, facility or agency, that person shall immediately notify the person in charge of the institution, school, facility or agency or the designated agent of the person in charge. Upon notification, the person in charge or the designated agent, if any, shall assume the responsibility and have the legal obligation to report or cause a report to be made in accordance with section 6313. This chapter does not require more than one report from any such institution, school, facility or agency.

(d) Civil action for discrimination against person filing report.--Any person who, under this section, is required to report or cause a report of suspected child abuse to be made and who, in good faith, makes or causes the report to be made and, as a
result thereof, is discharged from his employment or in any other manner is discriminated against with respect to compensation, hire, tenure, terms, conditions or privileges of employment, may commence an action in the court of common pleas of the county in which the alleged unlawful discharge or discrimination occurred for appropriate relief. If the court finds that the person is an individual who, under this section, is required to report or cause a report of suspected child abuse to be made and who, in good faith, made or caused to be made a report of suspected child abuse and, as a result thereof, was discharged or discriminated against with respect to compensation, hire, tenure, terms, conditions or privileges of employment, it may issue an order granting appropriate relief, including, but not limited to, reinstatement with back pay. The department may intervene in any action commenced under this subsection.
Appendix C

Changes Made to the Pennsylvania Statute Using Redline and strikeout


§ 6311. Persons required to report suspected child abuse
Mandatory Reporters of Suspected Child Abuse and Neglect

(a) General rule.--A person enumerated as a mandatory reporter under subsection (b), who, in the course of employment, occupation or practice of a profession, comes into contact with children shall make a report or cause a report to be made in accordance with section 6313 (relating to reporting procedure) when the person has reasonable cause to suspect, on the basis of medical, professional or other training and experience, that a child under the care, supervision, guidance or training of that person or of an agency, institution, organization or other entity with which that person is affiliated, is a victim of child abuse, including child abuse by an individual who is not a perpetrator. Except with respect to confidential communications made to a member of the clergy which are protected under 42 Pa.C.S. § 5043 (relating to confidential communications to clergy), and except with respect to confidential communications made to an attorney which are protected by 42 Pa.C.S. § 5916 (relating to confidential communications to attorney), the privileged communication between any professional person required to report and the patient or client of that person shall not apply to situations involving child abuse and shall not constitute grounds for failure to report as required by this chapter.

(b) Enumeration of persons required to report.--A person required to report under subsection (a) includes, but is not limited to: any licensed physician, osteopathic, medical examiner, coroner, funeral director, dentist, optometrist, chiropractor, podiatrist, intern, registered nurse, licensed practical nurse, hospital personnel engaged in the admission, examination, care or treatment of persons, Christian Science practitioner, member of the clergy, school administrator, school teacher, school nurse, social services worker, day-care center worker or any other child-care or foster-care worker, mental health professional, peace officer or law enforcement official:

1. administrators, faculty, staff, athletic coaches, and volunteers at private and public colleges and universities,
2. any licensed physician,
3. chiropractor,
4. Christian Science practitioner,
5. coroner,
6. day-care center worker or any other child-care or foster-care worker,
7. dentist,
8. funeral director,
9. hospital personnel engaged in the admission, examination, care or treatment of persons,
10. intern,
11. licensed practical nurse or registered nurse,
12. medical examiner,
13. member of the clergy,
14. mental health professional,
15. optometrist,
16. osteopath,
17. peace officer or law enforcement official
18. podiatrist,
19. school administrator,
20. school nurse,
21. school teacher,
22. social services worker,
23. the parent or legal guardian of a child.

(c) Other reporters.— Any other person may make a report in accordance with 42 Pa. C.S. § 6313 (relating to reporting procedure) when that person has reasonable cause to suspect that a child has been abused or neglected.

(ed) Staff members of institutions, etc.— A reporter, while acting Whenever a person is required to report under subsection (b) in the capacity as a member of the staff of a medical or other public or private institution, school, facility or agency, that person shall immediately make a report in accordance with 42 Pa. C.S. § 6313 (relating to reporting procedure). The reporter shall also immediately notify the person in charge or a designated agent of a medical or other public or private institution, school, facility or agency. The person in charge or the designated agent of a medical or other public or private institution, school, facility or agency shall in no way exercise any control, restraint, modification, or other change to a report or the making of a report, notify the person in charge of the institution, school, facility or agency or the designated agent of the person in charge. Upon notification, the person in charge or the designated agent, if any, shall assume the responsibility and have the legal obligation to report or cause a report to be made in accordance with section 6313. This chapter does not require more than one report from any such institution, school, facility or agency.

(e) Employers of mandatory reporters shall annually provide educational training on child abuse and neglect.— All mandatory reporters under subsection (b), except for (b)(23), the parent or legal guardian of a child, shall annually complete two hours of educational training related to the identification and reporting of child abuse and neglect, starting no less than six months from the start of employment. The employer of a mandatory reporter required to receive educational training under this section shall be responsible for providing the educational training on child abuse and neglect identification and reporting procedures.
(f) Exceptions to the general rule.

1. A member of the clergy who receives confidential communication is protected under 42 Pa.C.S. § 5943 (relating to confidential communications to clergymen) and is not required to report.

2. An attorney who receives confidential communications is protected by 42 Pa.C.S. § 5916 (relating to confidential communications to attorney) or § 5928 (relating to confidential communications to attorney) and is not required to report.

(g) Immunity from liability.—A person, medical or other public or private institution, school, facility or agency that makes a report of suspected child abuse in good faith shall be immune from liability in accordance with 23 Pa.C.S. § 6318 (relating to immunity from liability for good faith reports).

(d) Civil action for discrimination against person filing report.—Any person who, under this section, is required to report or cause a report of suspected child abuse to be made and who, in good faith, makes or causes the report to be made and, as a result thereof, is discharged from his employment or in any other manner is discriminated against with respect to compensation, hire, tenure, terms, conditions or privileges of employment, may commence an action in the court of common pleas of the county in which the alleged unlawful discharge or discrimination occurred for appropriate relief. If the court finds that the person made in good faith a report of suspected child abuse and is an individual who, under this section, is required to report or cause a report of suspected child abuse to be made and who, in good faith, made or caused to be made a report of suspected child abuse and, as a result thereof, was discharged or discriminated against with respect to compensation, hire, tenure, terms, conditions or privileges of employment, it the court may issue an order granting appropriate relief, including, but not limited to, reinstatement with back pay. The department may intervene in any action commenced under this subsection.
Appendix D

The 50 States and the District of Columbia’s Mandatory Reporting Statutes

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