

APPENDIX 1

PROCEDURES FOR DEALING WITH SUSPICIONS OR ALLEGATIONS OF CHILD ABUSE.

1. Any suspicion or allegation of abuse must be reported immediately to the Regional Child Protection officer.
2. An investigation will normally be initiated before the person who is alleged to have abused. This person will be confronted under careful co-ordination of the Regional Child Protection Officer.
3. In keeping with the requirements of Civil Law, the person alleged to have abused will be reported to the Gendarmes or Police and there could be a possibility of facing sanctions and including dismissal from their position in order to protect children and young people who may be at risk in her/his care.
4. As far as possible confidentiality will be maintained at all times. The confidentiality of the child (and family) should be respected. However, in order to investigate the matter fully it may be necessary to breach confidentiality, particularly when the safety of other children or young people may be at risk. For this reason absolute confidentiality should never be promised.
5. The person alleged to have abused may need to be immediately suspended from their normal work pending the outcome of an investigation. It should be made clear that suspension does not imply guilt but is necessary to protect both parties while undertaking an investigation.
6. In deciding the appropriate course of action, subject to conditions of employment, codes of practice and civil law, proven child abuse could lead to dismissal in the case where an employee's or co-worker's behaviour is classified as gross misconduct. Future employers will be informed of the reason for the dismissal.
7. The person may be subjected to criminal prosecution under civil law in addition to other disciplinary procedures by the College/Region.
8. All cases will be considered on an individual basis and arrangements will be put in place to provide support to those affected during and following an allegation and investigation.

