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Foundations of Mandatory Reporting

for Refugee Service Providers

switchboard
connecting resettlement experts





Today's Speaker



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Learning Objectives



By the end of this session, you will be able to:

1

Describe

key principles of mandatory reporting and reportable situations such as abuse and neglect of children and vulnerable adults

2

Identify

who may be a mandatory reporter and possible steps of the reporting process

3

Integrate

cultural sensitivity and special considerations for working with newcomers in the mandatory reporting context

4

Apply

client-centered and trauma-informed principles to maintain client confidentiality and trust while upholding mandatory reporting responsibilities



1

Abuse, Neglect, and Mandatory Reporting

Defining Basic Terms and Principles

Abuse and Neglect Do Not Discriminate.

- **All clients are susceptible.**
Violence exists in all communities and social sectors.
- **Abuse can be inflicted by *anyone***—not just a person responsible for the child's or vulnerable adult's care, custody, and control





“Mandated reporters have an individual duty to report known or suspected abuse or neglect relating to children, elders, or dependent adults.”

National Association of Mandated Reporters

Network of Mandatory Reporting
Professionals



Whom might you be reporting about?

- Depends on your state laws
- General guidelines:
 - Children (under 18)
 - Vulnerable adults of any age: i.e., those with any emotional or physical impairment to self-protection and self-determination
 - Elderly adults (65+)
- Any child or vulnerable adult, not just clients

Note: Any person can report, even if not a state-mandated reporter

Why Report?

- Duty to “do no harm”
- Imperative to serve and protect the most vulnerable
- Harmful impacts of abuse, neglect, and abandonment on clients and communities



Abuse



Any **physical, sexual, or emotional injury** inflicted on another person, other than by accidental means.

Neglect

- When a caregiver **consistently fails to meet the basic needs** of a child or vulnerable adult, such as adequate food, shelter, clothing, medical care, or supervision
- The absence of resources due to poverty does not constitute neglect





Defining Disclosure

- A client tells you directly about abuse or neglect
- Can be on purpose or accidental
- Can be about themselves or another person
- You may witness abuse or neglect directly or identify other indicators

Potential Indicators of Abuse



Physical Abuse

Emotional Abuse

Online Abuse



Sexual Abuse

Neglect

Human Trafficking



2

General Mandatory Reporting Guidelines

Roles, Laws, and Process

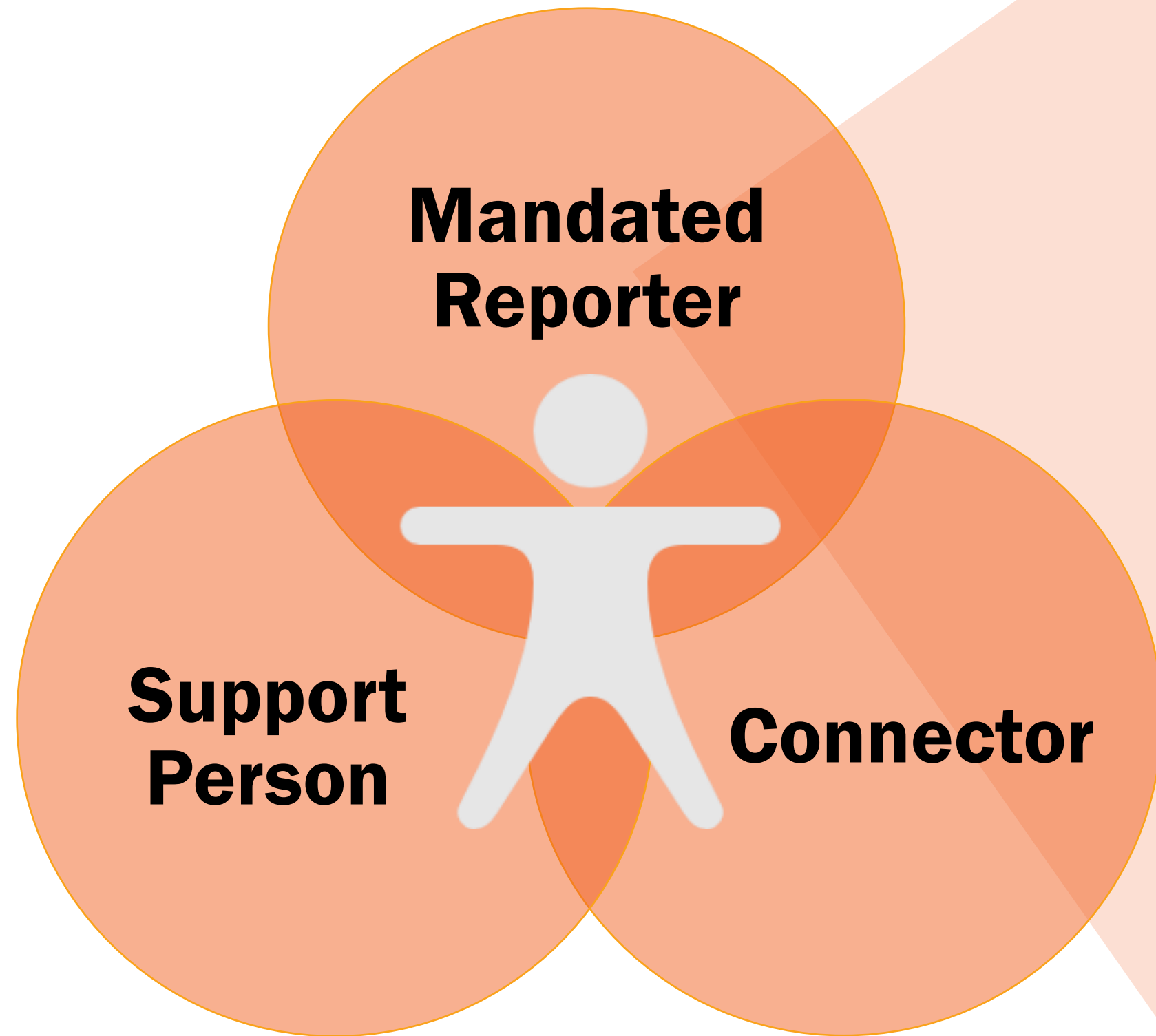


Who is a Mandated Reporter?

- In most states, **refugee resettlement direct service workers** are mandated reporters
- Some states also include any staff or volunteer that provides organized activities for children



Service Provider's Role



Case Scenario: Santiago and Karla

Santiago, 7, and Karla, 5, are siblings in a Guatemalan family that resettled three months ago. The family has completed their initial Reception and Placement (R&P) services, including their cultural orientation. You are running an after-school program at your agency, and you have enrolled Santiago and Karla. When they come to their first session, you notice each of them has a few visible bruises on their arms and legs. When you ask about the bruises, they shrug and say it was nothing, but they look uncomfortable and avoid your gaze.



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What would your next step be in this case?

Mandatory Reporting Process



Determine if you have reasonable suspicion to make a report.

Make a report with your local/state abuse and neglect agency.

When able, follow up with authorities and support the clients.

Step 1



**Determine if you
have reasonable
suspicion
to make a
report.**



When is a mandated reporter legally required to report?

- You have “**reasonable cause to suspect**” child abuse or neglect
- You **observe** a child being subjected to circumstances reasonably resulting in abuse or neglect
- Report must be **direct and immediate** to the child abuse and neglect agency or hotline in your state/municipality
- If there is immediate/imminent danger, **call 911 before making a report**

Note: You do not need all the facts. Indicate clearly if you do not know an answer.

Responding to Disclosure: I CARE



I **Information**

Gather information, but do not investigate. Do not make someone repeat disclosure.

C **Calm**

Take a breath, listen, and answer all questions honestly.

A **Assure**

The client that you can handle the information. Be proactive and have a script.

R **Report**

Contact the appropriate agency or hotline directly and immediately.

E **Encourage**

Policies and environments that prioritize client safety.

Step 2



**Make a report with
your local/state
abuse and neglect
agency.**



Whom do I report to? How do I find state resources?

- **Child Welfare Information Gateway**, searchable by state
- **National Adult Protective Services Association (NAPSA)**, state-by-state guidance
- Search your State **Department of Human Services** mandatory reporting resources
- Look for **free training** in your state by searching [Your State's Name] + “free mandatory reporter training”



Protections for Mandatory Reporters

- **Safeguards:** Employers cannot prevent or discourage reporting, nor retaliate
- **Immunity:** Mandated reporters are legally protected
- **Confidentiality:** Reporter identity and report content remain confidential, known only to investigators

Determine reasonable suspicion

Make the report

What to Expect When You Call

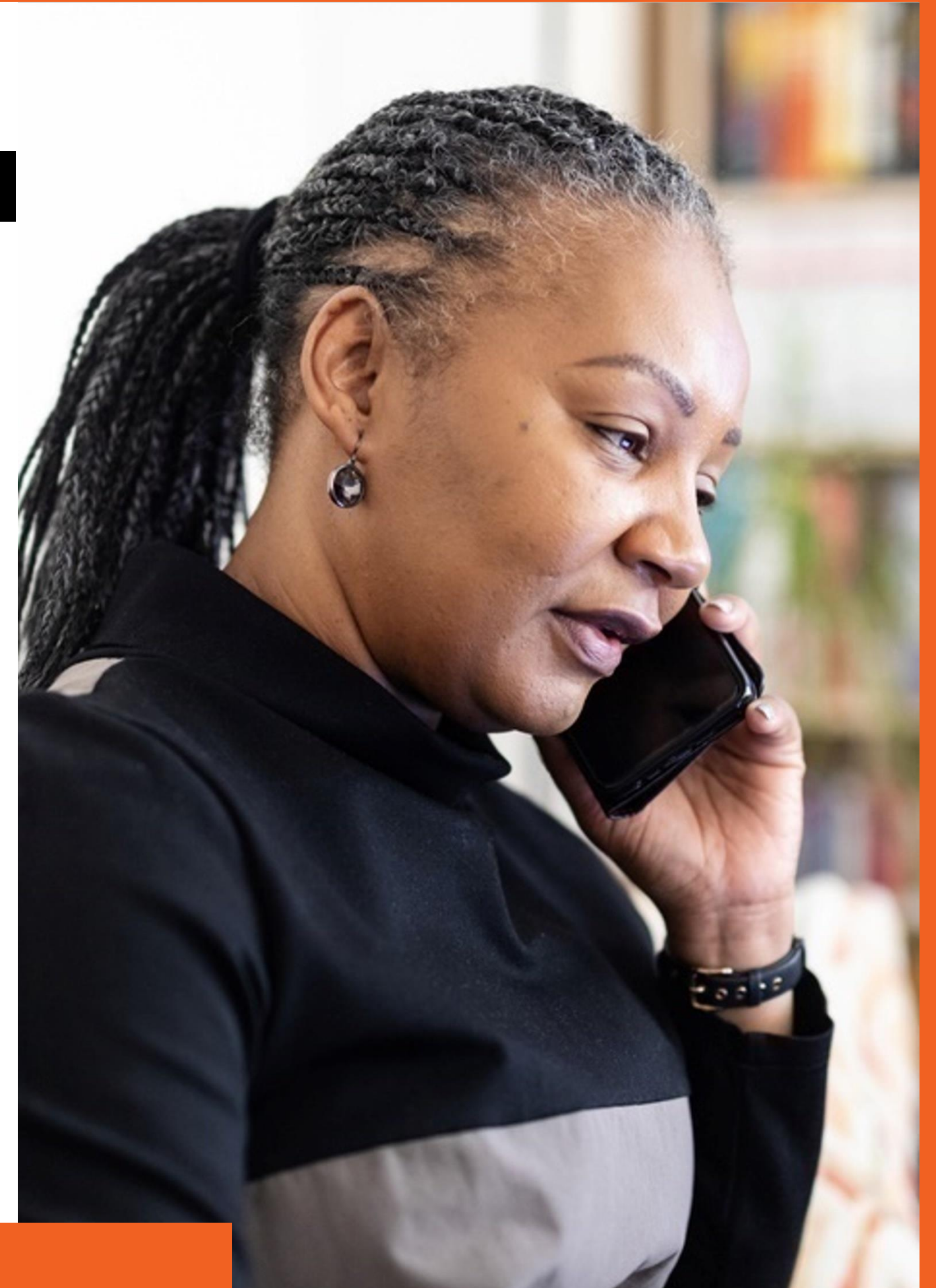
The agency or hotline worker will likely ask:

- Name of the child or vulnerable adult (client)
- Name of the parent(s)
- Name of the alleged abuser
- Where the client can be located
- Other concerns or helpful information (e.g., the child is a refugee)

You do not need every detail to make a call. Provide the above information to the best of your ability.

Determine reasonable suspicion

Make the report



Step 3



When able, follow up with authorities and support the clients.



Your Role During and After Reporting

- **Document the report**, and **safeguard sensitive information**
- If you have a release of information, **follow up** with the appropriate agency for updates or next steps
- **Support the client** with referrals, ongoing assistance, advocacy, and safety planning if needed

Determine reasonable suspicion

Make the report

Follow up



What Happens Next

- **Investigating agency will examine the report and screen for urgency and severity.**
Investigators will likely visit within 1–3 days.
- **Agency may determine there is no need for further investigation** but will keep a record of the report
- **Note: Reporter information is never shared** with alleged perpetrator or family members of the child(ren)

Determine reasonable suspicion

Make the report

Follow up



Take a Break

Stretch, use the restroom, get some water for five minutes.





3

Cultural Sensitivity and Special Considerations for Refugees



What are some cultural implications you anticipate in mandatory reporting with refugee clients?

Wordcloud Poll  159 responses  110 participants



Newcomer Risk Factors

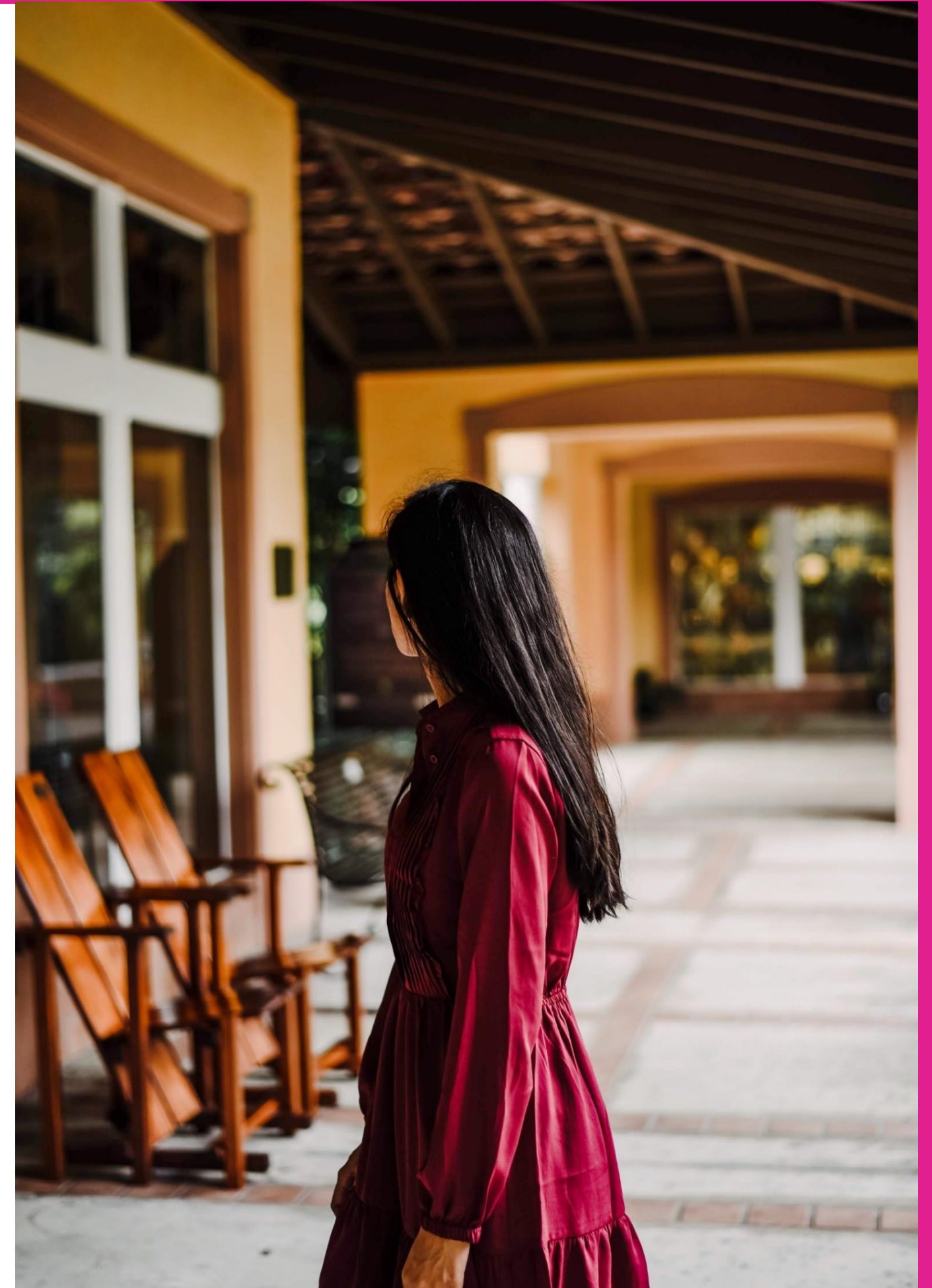
- Differences in child welfare and other government systems
- Lack of resources/poverty
- Isolation, societal marginalization, lack of community support
- Prior trauma experiences
- Unfamiliarity with U.S. laws, culture, language



Cultural Responsiveness

- Culture shapes the way children or family members are raised and treated
- Identify and nurture the cultural strengths, beliefs, and practices of the individuals and family
- Integrate that knowledge into your plan to protect the child or vulnerable adult

If the cultural practice falls within the legal definitions of abuse or neglect, it must be reported.



Case Scenario

You are taking a recently arrived Afghan family to a local mosque to connect them to their community. As you drop off the family, their eight-year-old boy is not listening to his parents' requests to get out of the car. The situation escalates, and you witness the father strike the child's cheek with his hand.

The mosque's imam also witnesses the interaction. As the family enters, he takes you aside and asks that you not report the incident, citing cultural norms and explaining that the family is new to this country.



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How might you respond to the imam?

Case Scenario Continued

You thank the imam for his perspective. When you return to your office, you make a report and later schedule time to speak to the family to educate them on disciplinary practices that are accepted in the United States.

The next time you drop the family off, the imam confronts you, upset that the family was reported. The report was anonymous, but the family told him they were contacted by the local child protective services.



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How would you navigate this situation?

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How can you continue to support the family?

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Distinguishing Poverty from Neglect



When the caregiver does not have the resources to provide for the need

Poverty

Neglect

When the caregiver has the resources but chooses not to provide for the need

Interaction with Authorities/Child Welfare

- Many refugees have **deep fears of law enforcement and authorities** (specifically child welfare authorities)
- In many refugees' cultural contexts, exercising one's rights with authorities is unfamiliar or fear-inducing





Possible Bias When We Report



Implicit biases, left unchecked, can guide our decision-making about whether to report.

- Children of color were overrepresented in reports of suspected maltreatment by all groups of reporters.¹
- Mutual sexual exploration between LGBTQ or black youth is more likely to be reported than sexual behavior between white youth of different sexes.²

¹ Krase, K. (2013). Differences in racially disproportionate reporting of child maltreatment across report sources. *Journal of Public Child Welfare*, 7(4), 351–369. [Link](#).

² Letourneau, E. J., Assini-Meytin, L. C., Kaufman, K. L., Mathews, B., & Palmer, D. (2020). Preventing and addressing child sexual abuse in youth serving organizations: A desk guide for organizational leaders. Moore Center for the Prevention of Child Sexual Abuse, Johns Hopkins Bloomberg School of Public Health. [Link](#).



Possible Bias When We Report

Implicit bias, once identified, can be changed.

- Recognize stereotypes and untrue assumptions you have
- Identify strengths; do not solely examine risks
- Keep practicing cultural responsiveness





4

Maintaining Client Confidentiality and Trust Through Mandatory Reporting

Mandatory Reporting as Client Support



**Shared Goals of
Safety and Wellness**
Caring for the family's welfare

Strengths-Based
Ability to learn and change



Cultural Adjustment
Learning new norms



When to Discuss General Mandatory Reporting with Clients

1

In initial client meetings and rapport-building

2

With Client Rights and Responsibilities

3

With notices of privacy practices

4

Ongoing reminders if needed

Case Scenario: Nzinga

Nzinga is a single mother from the Democratic Republic of Congo (DRC), with three children: Emmanuel (8), Therese (6), and Veronique (4).

One of your volunteers has been asked to pick up Nzinga for her employment intake at the agency office. As the volunteer and Nzinga leave the house, Nzinga reminds the kids that the neighbors will be keeping an eye on them until she returns. The volunteer felt uncomfortable leaving the children behind, but she did not have appropriate car safety seats to bring

them along. When the volunteer brings Nzinga to the office, she tells you about the kids at home, so you decide to take Nzinga home after the appointment to see for yourself. It is after dark and the kids are home alone.



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What are some steps you could take?

Involving Clients in Reporting if Safe/Possible

■ Advantages

- Can empower clients and dispel fears about child welfare and any involved authorities
- Can show authorities the client is looking for help and is non-adversarial

■ Disadvantages

- Can be dangerous to case worker and/or clients; can create antagonism and mistrust
- Can be against state protocols or agency practices, depending on the situation

Note: Clients may always decline involvement in reporting.





After Reporting



- Reporting can make a situation temporarily **more dangerous** for the client
- Help the client **stay safe and stable**
- You still have a duty to serve the client. **Remain professional and supportive.**

Note: If you feel unsafe because of your reporting, get support from your agency or supervisor.



Safety Planning



Safety planning may be warranted when...

- There is **ongoing** or **increased risk** to a client's safety
- Both victim and offender are clients
- Office workers could be endangered, or they feel less safe in their community

Case Scenario: Zaina

Zaina is a woman from Syria who has recently arrived and moved in with her cousin/U.S. tie. In your most recent home visit, Zaina tells you privately she cannot stand how her cousin and his wife treat their adult son with disabilities. She says the parents often punish the son for urinary incontinence by locking him in the closet or withholding his dinner. She says she has never seen the family physically strike him, but he sometimes cries and moans from the closet. Zaina reports otherwise feeling safe and comfortable in the home.



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How can you support Zaina, as well as the family (even though they are not your clients)?

ⓘ Start presenting to display the poll results on this slide.



Questions?

Type your question in the **Q&A**

Click **thumbs-up**  to vote for others' questions

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Help us help you!

Scan the QR code or click the link in the chat to access our feedback survey!

- Five questions
- 60 seconds
- Helps us improve future training and technical assistance



Recommended Resources

■ Switchboard

- Guide: [Fundamentals of Mandatory Reporting: A Guide for Refugee Service Providers in the U.S. \(2024\)](#)
- Blog: [A Collection of Resources on Sexual and Gender-Based Violence \(2023\)](#)
- Guide: [Fundamentals of Gender-Based Violence \(GBV\) for Refugee Service Providers: The What, Why, and How of Safety Planning \(2020\)](#)

■ Child Welfare Information Gateway

- [Working with Immigrant and Refugee Families: A Guide for Child Welfare Caseworkers \(2022\)](#)
- [Guidance for Immigrant and Refugee Families: The Child Welfare System \(2023\)](#)



Fundamentals of Mandatory Reporting: A Guide for Refugee Service Providers in the U.S.

Refugee service providers play important roles in supporting newcomer clients' safety and wellness. This includes being knowledgeable about mandatory reporting of abuse and neglect of children and vulnerable adults. This information guide explains what mandatory reporting entails—providing guidelines on who is considered a mandated reporter and how to make a mandated report. Because bias, cultural differences, and poverty can influence your suspicion of abuse and neglect, this guide also describes considerations for determining whether to report a specific incident or suspicion. Note that this guide is general and should be supplemented with review and implementation of your state's policies and laws.

What Terms Do I Need to Know?



Mandatory reporting is the process of telling officials at a designated government agency about known or suspected abuse, abandonment, neglect, or exploitation of a child (under the age of 18) or vulnerable adult when required to do so by law.

Terms related to mandatory reporting include:

- **Child:** A person under 18 years of age
- **Vulnerable Adult:** A person 18 years of age or older who is unable to protect themselves from abuse, neglect, or exploitation due to a physical or mental impairment
- **Abuse:** Includes physical, sexual, and emotional/psychological abuse, and neglect
 - **Physical abuse:** Non-accidental physical injury (ranging from minor bruises to more severe injury or death)



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