

A Guide to the Child Abuse and Neglect Reporting Act (CANRA)

*Presented by the LACCD Human Resources Division
and the Office of General Counsel*

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Notice

The following slides discuss the types of reportable abuse and neglect and their typical indicators. The slides discussing indicators only provide basic guidelines and are not intended to serve as an exhaustive list. Furthermore, some indicators, especially in the behavioral context, may not alone constitute abuse.

Please exercise professional judgment accordingly. Your duty to report becomes mandatory once you **know** or **reasonably suspect** abuse or neglect is occurring or has occurred.

Introduction to CANRA

The California Child Abuse and Neglect Reporting Act (“CANRA,” *Penal Code sections 11164-11174.4*) requires certain professionals, known as **mandated reporters**, to report known or suspected instances of child abuse or neglect to law enforcement.

Mandated reporters include:

- Teachers
- Instructional aides, teacher’s aides, or instructional assistants
- Classified employees of any public school
- Administrators or employees of organizations whose duties require direct contact and supervision of children
- Licensees, administrators, or employees of a licensed community care or child day care facility

CANRA's Basic Reporting Provisions

- A mandated reporter must make a report whenever, in his/her professional capacity or within the scope of his/her employment, he/she has knowledge of, or observes a child (a person under 18) whom the mandated reporter knows or reasonably suspects has been the victim of child abuse or neglect.
- “Reasonable suspicion” occurs when it is objectively reasonable for a person (based upon facts that could cause a reasonable person in a like position, drawing-- when appropriate-- on his or her training and experience) to suspect child abuse or neglect.
- If you are a mandated reporter and you reasonably suspect abuse has occurred, you must make two reports. First, you must report by telephone immediately. Then, you also must file a written report within 36 hours of receiving the information concerning the incident.

Types of Reportable Abuse and Neglect

As a mandated reporter, you must report the following types of child abuse and neglect:

1. **Sexual abuse**
 - a. Sexual assault
 - b. Sexual exploitation
2. **Neglect**
 - a. Severe neglect
 - b. General neglect
3. **Physical abuse**
 - a. Willful harming or injuring of a child or the endangering of the person or health of a child
 - b. Unlawful corporal punishment or injury
 - c. Non-accidental physical injury
4. **Emotional maltreatment**
5. **Abuse in out-of-home care**

Sexual Abuse: *Sexual Assault*

Reportable **sexual abuse** can be classified into two categories, **sexual assault** and **sexual exploitation**.

Sexual assault includes:

- Rape
- Statutory rape (*when the offender is 21 or older and the victim is under 16 years of age*)
- Rape in concert (gang rape)
- Incest
- Sodomy
- Lewd or lascivious acts upon a child under 14, or with a 14 or 15 year old when the offender is at least 10 years older
- Oral copulation
- Sexual penetration
- Child molestation

Sexual Abuse: *Sexual Exploitation*

Sexual exploitation refers to:

- Conduct involving matter depicting a minor engaged in obscene acts.
- Any person who knowingly promotes, aids, or assists, employs, uses, persuades, induces or coerces a child to (1) engage in prostitution or a live performance involving obscene sexual conduct, or (2) pose or model alone or with others for purposes of preparing a film, photograph, negative, slide, drawing, painting, or other pictorial description involving obscene sexual conduct.
- Any person who depicts a child in-- or who knowingly develops, duplicates, prints, or exchanges-- any film, photograph, video tape, negative, or slide in which a child is engaged in an act of obscene sexual conduct.

Signs of Sexual Abuse

Sexual abuse may be present when the child:

- Discloses the abuse to a friend, classmate, teacher, friend's parent, or other trusted adult
- Has an injury or a sexually transmitted disease that is unusual for his/her age group
- Has a history of previous or recurrent injuries or diseases
- Has unexplained injuries or disease (i.e., parent is unable to explain or offers inconsistent explanations)
- Becomes pregnant (*However, pregnancy of a minor does not, in and of itself, constitute a basis for reasonable suspicion of sexual abuse*)
- Has physical trauma or irritation to the anal or genital area
- Has difficulty walking or sitting (due to genital or anal pain)
- Demonstrates sophisticated and age-inappropriate sexual knowledge or behavior

(Voluntary sexual conduct between minors who are both under 14 and who are of similar age and sophistication is not considered child abuse)

Signs of Sexual Abuse, *con't.*

- Undergoes drastic behavior changes
- Reports sleeping disturbances (e.g., bedwetting, nightmares, etc.)
- Experiences sudden change in appetite
- Has poor hygiene
- Engages in prostitution or excessive promiscuity
- Demonstrates overly compulsive or compliant behavior
- Shows fear of home life (e.g, frightened by parents)
- Has chronic fatigue, depression, apathy, or suicidal tendencies
- Abuses drugs or alcohol
- Refuses to dress for physical education

Sexual abuse may be present when the adult caregiver:

- Is unduly protective of the child or severely limits the child's contact with other children, especially of the opposite sex
- Is secretive and isolated
- Is jealous or controlling with family members

Neglect

Neglect is the negligent treatment or maltreatment of a child by a parent or caretaker under circumstances indicating harm or threatened harm to the child's welfare. Neglect can be classified into two categories, **severe** and **general**.

Severe neglect is the negligent failure of a parent or caretaker to protect the child from severe malnutrition or a medically diagnosed non-organic failure to thrive. It also includes situations where the parent or caretaker willfully causes or permits the body or health of the child to be endangered.

General neglect is the negligent failure of a parent or caretaker to provide adequate food, shelter, clothing, medical care, or supervision where no physical injury has occurred.

Signs of Neglect

Neglect may be present when the child:

- Lacks adequate medical or dental care
- Begs or steals food or money
- Is frequently absent from school
- Is dirty, demonstrates poor hygiene, and/or is inadequately dressed for weather conditions
- States that no one at home provides supervision or care
- Is depressed, withdrawn, or apathetic
- Exhibits antisocial or destructive behavior
- Suffers from substance abuse, speech, eating or habit disorders

Neglect may be present when the adult caregiver:

- Appears to be indifferent or apathetic to the child
- Behaves irrationally or in a bizarre manner
- Is abusing alcohol or drugs

Physical Abuse

Reportable **physical abuse** includes three classifications:

- **Willful harming or injuring of a child or the endangering of the person or health of a child** includes situations where any person willfully inflicts unjustifiable physical pain on any child, or otherwise causes or permits any child to suffer unjustifiable physical pain. It also includes situations where the caregiver willfully causes or permits the person or the health of the child to be placed in a situation such that his or her person or health is endangered.
- **Unlawful corporal punishment or injury** includes situations where any person willfully inflicts upon a child any cruel or inhuman corporal punishment or any injury resulting in a traumatic condition.
- **Non-accidental physical injury** refers to all other types of physical injuries inflicted upon a child by another person other than by accidental means.

Physical Abuse, *con't.*

Physical abuse does not include the following situations:

- Injuries caused by mutual fighting between minors.
- Injuries caused by the use of that amount of force that is reasonable and necessary for a person employed by or engaged in a public school (1) to quell a disturbance threatening physical injury to person or damage to property, (2) for self-defense, or (3) to obtain possession of weapons or other dangerous objects within the control of the child.
- Injuries caused by reasonable and necessary force used by a peace officer acting within the course and scope of his/her duties.

Signs of Physical Abuse

- Typical injuries resulting from physical abuse may be injuries to the back surface of the child's body, injuries to the face, and injuries to multiple parts of the body. However, injuries to the shins, elbows, knees, and forehead are not typically sustained from abuse.

Physical abuse may be present when the child:

- Makes a statement that the injury was caused by abuse
- Has unexplained burns, bites, bruises, broken bones, or black eyes
- Has fading bruises or other marks noticeable after an absence from school
- Has difficulty walking or sitting
- Attempts to hide injuries (e.g., with clothing, etc.)
- Seems frightened of the parents and protests or cries when it is time to go home
- Is clingy and forms indiscriminate attachments
- Shrinks at the approach of adults

Signs of Physical Abuse, *con't.*

- Exhibits drastic behavioral changes
- Is hypervigilant
- Suffers from seizures or vomiting
- Exhibits depression, self-mutilation, suicide attempts, substance abuse, or sleeping and eating disorders

Physical abuse may be present when the adult caregiver:

- Offers conflicting, unconvincing, or no explanation for the child's injury
- Delays seeking or fails to seek medical care for the child's injury
- Describes the child in a negative way

Emotional Maltreatment

Emotional maltreatment is reportable in situations where any person willfully inflicts unjustifiable mental suffering on any child, or otherwise causes or permits any child to suffer unjustifiable mental suffering.

Mandated reporters may report suspected lesser types of emotional abuse falling short of the willful infliction of unjustifiable mental suffering, but are not required to do so. You may make a report when you know or reasonably suspect a child is suffering serious emotional damage or is at a substantial risk of suffering serious emotional damage, but at a level below unjustifiable mental suffering.

In suspected instances of emotional maltreatment, you must exercise your professional judgment. Consistent, pervasive, and extreme behavior (such as the indicators in the following slides) may be somewhat indicative of unjustifiable mental suffering, but your determination must rely on the specific facts at hand.

Signs of Emotional Maltreatment

Emotional maltreatment may be present when the child:

- Shows extremes in behavior, such as overly complaint or demanding behavior, extreme passivity, or aggression
- Acts either in an inappropriately adult manner (e.g., parenting other children) or in an inappropriately infantile manner (e.g., rocking or head-banging, etc.)
- Is delayed in physical or emotional development
- Is withdrawn, depressed, or apathetic
- Is clingy and forms indiscriminate attachments
- Exhibits behavioral problems
- Exhibits exaggerated fearfulness
- Is overly rigid in conforming to instructions of teachers or other adults
- Pays inordinate attention to details or exhibits little or no verbal or physical communication with others

Signs of Emotional Maltreatment, *con't.*

- Suffers from bedwetting or fecal soiling
- Experiences substance abuse problems
- Has attempted suicide
- Reports a lack of attachment to the parent

Emotional maltreatment may be present when the caregiver:

- Constantly blames, belittles, or berates the child
- Is unconcerned about the child and refuses to consider offers of help for the child's problems
- Burdens the child with unreasonable demands or impossible expectations
- Uses the child to satisfy the caregiver's own ego needs
- Uses the child in marital disputes
- Objectifies the child (e.g., refers to the child as "it")
- Overtly rejects the child

Abuse or Neglect in Out-of-Home Care

Abuse or neglect in out-of-home care refers to abuse and neglect inflicted upon a child by a person who is responsible for the child's welfare such as a licensee, administrator, or employee of any facility licensed to care for children, or an administrator or employee of a public or private school, institution or agency. The types of reportable abuse or neglect in out-of-home care includes:

- physical injury caused by other than accidental means,
- sexual abuse
- neglect
- unlawful corporal punishment or injury
- willful harming or injuring of a child or endangering of the person or health of a child (e.g., unjustifiable physical pain or mental suffering)

How to Report Abuse:

First, Call the Authorities Immediately

If, during the course and scope of your employment, you know, observe, or have a reasonable suspicion that child abuse or neglect has occurred, you must contact the local police or sheriff's department, county welfare department, or county juvenile probation department immediately, or as soon as practicably possible.

**Los Angeles County
Child Welfare Agency
1-800-540-4000**

At the time of your call, you will be required to provide the following information:

- Your name, business address and telephone number
- Child's name, address and present location, and other relevant personal information
- Names, addresses and telephone number of the child's parents or caregivers
- Source of the information that lead to the allegation
- Names, address, and personal information of other people who may have abused the child

How to Report Abuse: Then, File A Written Report Within 36 Hours

Within 36 hours of receiving the information regarding the incident of abuse, you must also complete **Form SS 8572** (pictured at right) and send the completed form to the designated law enforcement agency.

The form and its instructions are available online at:

http://caag.state.ca.us/childabuse/pdf/ss_8572.pdf

http://caag.state.ca.us/childabuse/pdf/8572_instruct.pdf

SUSPECTED CHILD ABUSE REPORT
To Be Completed by Mandated Child Abuse Reporters
Pursuant to Penal Code Section 11166

CASE NAME: _____
CASE NUMBER: _____

PLEASE PRINT OR TYPE

A.	REPORTING PARTY	NAME OF MANDATED REPORTER: _____ TITLE: _____		MANDATED REPORTER CATEGORY: _____	
		REPORTER'S BUSINESS/AGENCY NAME AND ADDRESS: Street _____ City _____ Zip _____		DID MANDATED REPORTER WITNESS THE INCIDENT? <input type="checkbox"/> YES <input type="checkbox"/> NO	
		REPORTER'S TELEPHONE (DAYTIME): _____	SIGNATURE: _____		TODAY'S DATE: _____
		<input type="checkbox"/> LAW ENFORCEMENT <input type="checkbox"/> COUNTY PROBATION <input type="checkbox"/> COUNTY WELFARE / CPS (Child Protective Services)		AGENCY: _____	
		ADDRESS: Street _____ City _____ Zip _____	DATE/TIME OF PHONE CALL: _____		
		OFFICIAL CONTACTED - TITLE: _____ TELEPHONE: _____			
		NAME (LAST, FIRST, MIDDLE): _____		BIRTHDATE OR APPROX. AGE: _____	SEX: _____ ETHNICITY: _____
		ADDRESS: Street _____ City _____ Zip _____	TELEPHONE: _____		
		PRESENT LOCATION OF VICTIM: _____		SCHOOL: _____	CLASS: _____ GRADE: _____
		<input type="checkbox"/> PHYSICALLY DISABLED? <input type="checkbox"/> YES <input type="checkbox"/> NO		<input type="checkbox"/> DEVELOPMENTALLY DISABLED? <input type="checkbox"/> YES <input type="checkbox"/> NO	
		<input type="checkbox"/> FOSTER CARE? <input type="checkbox"/> YES <input type="checkbox"/> NO		<input type="checkbox"/> OTHER DISABILITY (SPECIFY): _____	
		IF VICTIM WAS IN OUT OF HOME CARE AT TIME OF INCIDENT, CHECK TYPE OF CARE:		PRIMARY LANGUAGE: _____	
		<input type="checkbox"/> DAY CARE <input type="checkbox"/> CHILD CARE CENTER <input type="checkbox"/> FOSTER FAMILY HOME <input type="checkbox"/> FAMILY FRIEND		TYPE OF ABUSE (CHECK ONE OR MORE): <input type="checkbox"/> PHYSICAL <input type="checkbox"/> MENTAL <input type="checkbox"/> SEXUAL <input type="checkbox"/> NEGLECT	
		<input type="checkbox"/> GROUP HOME OR INSTITUTION <input type="checkbox"/> RELATIVE'S HOME		<input type="checkbox"/> OTHER (SPECIFY): _____	
		RELATIONSHIP TO SUSPECT: _____	PHOTOS TAKEN? <input type="checkbox"/> YES <input type="checkbox"/> NO	DID THE INCIDENT RESULT IN THIS: <input type="checkbox"/> VICTIM'S DEATH? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> SUICIDE	
		1. NAME: _____ BIRTHDATE: _____ SEX: _____ ETHNICITY: _____	2. NAME: _____ BIRTHDATE: _____ SEX: _____ ETHNICITY: _____		
		3. NAME (LAST, FIRST, MIDDLE): _____	BIRTHDATE OR APPROX. AGE: _____	SEX: _____	ETHNICITY: _____
		ADDRESS: Street _____ City _____ Zip _____	HOME PHONE: _____	BUSINESS PHONE: _____	
		NAME (LAST, FIRST, MIDDLE): _____	BIRTHDATE OR APPROX. AGE: _____	SEX: _____	ETHNICITY: _____
		ADDRESS: Street _____ City _____ Zip _____	HOME PHONE: _____	BUSINESS PHONE: _____	
		SUSPECT'S NAME (LAST, FIRST, MIDDLE): _____	BIRTHDATE OR APPROX. AGE: _____	SEX: _____	ETHNICITY: _____
		ADDRESS: Street _____ City _____ Zip _____	TELEPHONE: _____		
		OTHER RELEVANT INFORMATION: _____			
		IF NECESSARY, ATTACH EXTRA SHEET(S) OR OTHER FORM(S) AND CHECK THIS BOX: <input type="checkbox"/> IF MULTIPLE VICTIMS, INDICATE NUMBER: _____			
		DATE / TIME OF INCIDENT: _____	PLACE OF INCIDENT: _____		
		NARRATIVE DESCRIPTION (On this vicinity) substituted the mandator reporter observed/what person accompanying the victim(s) substituted or past incidents involving the victim(s) or suspect(s): _____			

DEFINITIONS AND INSTRUCTIONS ON REVERSE

SS 8572 (Rev. 10/10)
DO NOT submit a copy of this form to the Department of Justice (DOJ). The investigating agency is required under Penal Code Section 11169 to submit to DOJ a Child Abuse Investigation Report Form SS 8583 if (1) an active investigation was conducted and (2) the incident was determined not to be unfounded.
WHITE COPY-Police or Sheriff's Department; BLUE COPY-County Welfare or Probation Department; GREEN COPY-District Attorney's Office; YELLOW COPY-Reporting Party

Confidentiality, Safeguards and Immunity for Mandated Reporters

- Although you must give your name when you make a report, your identity and the content of the report shall be confidential and only disclosed to those agencies who receive or investigate the report. Your identity will not be disclosed to your employer, except with your consent or by court order.
- No supervisor or administrator may impede or inhibit your reporting duties, or subject you to sanctions for making a report. A supervisor or administrator who impedes, inhibits, or sanctions a mandated reporter for filing a mandated report may be fined up to \$5,000.
- No mandated reporter shall be civilly or criminally liable for any report required by CANRA. This immunity also applies even if you acquired the knowledge or reasonable suspicion of the abuse or neglect outside your professional capacity or scope of employment. If you are sued for making a report in the course and scope of your employment with the District, you should immediately submit a request for defense and indemnity to the Office of General Counsel.

Liability Issues for Mandated Reporters

- Any other person who is not a mandated reporter and makes a report of child abuse or neglect known to be false or with reckless disregard of the truth or falsity of the report is liable for any damages caused.
- When two or more mandated reporters have joint knowledge of a known or suspected instance of child abuse, they may elect only one person to report. However, if the person elected to report fails to do so, then the other person is responsible for making the report.
- If you are a mandated reporter and fail to make a report, or report in an untimely manner, you may be charged with a misdemeanor punishable by up to six months in jail or a \$1,000 fine or both.

Acknowledgments and Resources

- The complete version of CANRA (California Penal Code sections 11164-11174.4) is available at www.leginfo.ca.gov/calaw.html
- LACCD Administrative Regulation PS-6 (Child Abuse Reporting) www.laccd.edu/admin_regs/documents/PSRegs/PS-6.doc

Portions adapted and excerpted from:

- “*Child Abuse: Educator’s Responsibilities*,” a publication by the Crime and Violence Prevention Center, California Attorney’s General Office www.safestate.org
- “*Recognizing Child Abuse and Neglect: Signs and Symptoms*,” a publication by the National Clearinghouse on Child Abuse and Neglect Information <http://nccanch.acf.hhs.gov>

Test Your Knowledge

- The next few slides pose some CANRA related questions. Use your mouse to click on what you feel is the best answer. If your answer turns out to be incorrect, click again to return to the question.

Under what basis must you make a report of child abuse?

- A.** Actual knowledge of an incident of abuse.
- B.** Reasonable suspicion of an incident of abuse.
- C.** Either of the above.

INCORRECT

Click to return to the question

CORRECT. (*Answer (C).*) Your mandatory duty to report child abuse arises in situations where you know or reasonably suspect abuse is occurring or has occurred.

A 19 year-old student confides in you that he is beaten constantly by his unemployed father. The student reports that his father has a terrible drinking problem, but is always apologetic after every drunken fistcuff. Looking at you glumly with two black eyes, the student says he has learned to “deal with it” and certainly does not want law enforcement involved. Do you have an obligation to make a report under CANRA?

- A. No.**
- B. Yes.**
- C. Maybe.**

INCORRECT

[Click to return to the question](#)

CORRECT. (*Answer (A).*) Because of his age, the student is not a child (i.e., under 18 years of age) and consequently, CANRA does not apply. There is no mandatory duty to report this incident, although you can refer the student to campus and/or community resources.

In a class writing assignment, a 20 year-old student describes troubling past sexual abuse inflicted on her by her parents. She also expresses deep concern that her 12 year-old sister, who still lives at home, is in danger. She notes that her younger sister demonstrates the same withdrawn demeanor and cutting behavior that she did at the same age. Do you have an obligation to make a report under CANRA?

- A.** No.
- B.** Yes.
- C.** Maybe.

INCORRECT

Click to return to the question

CORRECT. (*Answer (B).*) Your obligation to make a report arises where you, during the course and scope of your employment, know or reasonably suspect a minor is being abused; the minor does not have to also be a student in the District. The 20 year-old student's recounting of past abuse, by itself, does not create a duty to report because of the student's age. However, the implication that her sister, a minor, is currently being abused does create a duty to report.

There is a 14 year-old student in your class who is pregnant. While she was not noticeably showing when the semester started, it is clear now that the student is expecting. Do you have an obligation to make a report under CANRA?

A. No.

B. Yes.

C. Maybe.

INCORRECT

Click to return to the question

CORRECT. (*Answer (C).*) A minor's pregnancy is not, by itself, an indicator of child abuse, but you do not have enough information here to reasonably suspect whether abuse has occurred. Should additional, troubling facts come to your attention, you may have a basis for making a report.

A 15 year-old student in your class says to you that she would like to have as many children as possible and as soon as possible. Weeks later, you overhear her bragging to her friends in class that her 26 year-old “boyfriend,” a local street performer and hobo, has successfully impregnated her. Do you have an obligation to make a report under CANRA?

A. No.

B. Yes.

C. Maybe.

INCORRECT

[Click to return to the question](#)

CORRECT. (*Answer (B).*) The basis for making the report is your reasonable suspicion of the sexual abuse (e.g., statutory rape) which has occurred.

When you know or reasonably suspect that child abuse is occurring, how soon must you call the proper authorities?

- A.** Immediately.
- B.** Within 24 hours.
- C.** Within 36 hours.

INCORRECT

Click to return to the question

CORRECT. (*Answer (A).*) You must make the initial call immediately, or as soon as practically possible.

Who should you first call to report an instance of child abuse?

- A.** Los Angeles County Sheriff's Department.
- B.** Los Angeles County Child Welfare Agency.
- C.** Either of the above.

INCORRECT

Click to return to the question

CORRECT. (*Answer (C).*) In addition to these agencies, you can also call the local police department or the county probation department. (Even where the abuse may have occurred in another state, your only obligation is to call one of these local or county agencies. It is the agencies' responsibility to refer the matter to the appropriate extra-state authorities.)

After you have made the initial phone call, how soon must you follow up by submitting a written report?

- A.** Within 24 hours.
- B.** Immediately after making the phone call.
- C.** Within 36 hours.

INCORRECT

Click to return to the question

CORRECT. (*Answer (C).*) Although you must make the initial phone call as soon as possible, you must submit the written report (i.e., the Suspected Child Abuse Report, Form SS 8572) within 36 hours of receiving the information.

You suspect that a child in one of your classes is the victim of physical abuse. After relaying this suspicion to your department chair, she says to you resolutely, “Don’t worry, I’ll take care of this and make the call.” Two days later, you ask your department chair how the call went. Your department head stares at you blankly and says, “What call?” What are your reporting obligations now?

- A.** Nothing more. You have already properly reported the incident up the college’s chain of command.

- B.** You must make the report immediately.

- C.** Both you and the department chair must make the report.

INCORRECT

Click to return to the question

CORRECT. (*Answer (B).*) Even assuming your supervisor had joint knowledge of the incident and had failed to make the report, you, as a mandated reporter, must still make the report. (In cases where two or more mandated reporters have joint knowledge of abuse, one of the reporters can be elected to make the report, but the other mandated reporters should ensure that the report is actually made.)

On a Saturday (one of your regular days off) you visit the college swap meet. While perusing the aisles, you observe a vendor striking a child with a broken broomstick handle; the child cries out hysterically in pain. Other witnesses stand by silently in shock. Acting swiftly, you call the Sheriff's Department and make a report of child abuse. The vendor is arrested, but is never prosecuted because of gross procedural error by the District Attorney. In the interim, the vendor misses the next few swap meets while dealing with his legal troubles. Months later, you are served with a civil lawsuit brought by the vendor, which alleges that your report caused him to lose out on profits at the swap meet. He is seeking \$10,000 in damages, which unfortunately you do not have. Will immunity under CANRA work as a defense to this lawsuit?

- A.** No. You were acting outside the scope of your employment.
- B.** Maybe.
- C.** Definitely. You are a mandated reporter.

INCORRECT

Click to return to the question

CORRECT. (*Answer (B).*) A child abuse report is required where you, in your professional capacity or within the scope of your employment, have knowledge or reasonable suspicion of abuse. Absolute immunity from civil and criminal liability only applies when you make a required report within the scope of your employment. In this example, you are not acting as in your capacity as a District employee, but rather, as a patron at the swap meet. While this was not a required report, CANRA also offers immunity from civil and criminal liability when you make non-required reports, unless it is proved that you made a false report, or acted with reckless disregard.

Congratulations

You have just finished the electronic training portion of your CANRA materials.

Now, please print out the three page PDF document, “*CANRAEmployeeHandouts&Forms.*” Retain the first two pages for future reference. Review and sign the last page, entitled “*Condition of Employment Pursuant to CANRA.*”

Please return the signed form to **District Human Resources, Attention: CANRA.** Your training will be successfully completed once your form is received by the District Office.