

Trigger Warning

This webinar discusses topics relating to child abuse, sexual and relationship violence, and criminal behavior that maybe difficult or triggering. If at any time you need to take a break or leave the webinar, please feel free to do so.

If you would like to be connected to campus resources, please contact uf-compliance@ufl.edu





Mandatory Child Abuse Reporting



Sophia Andrews

Assistant Director, Youth Compliance

Child Abuse Defined

Any willful act or threatened act that results in any physical, mental or sexual abuse, injury, or harm that causes or is likely to cause a child's physical, mental, or emotional health to be significantly impaired. Child abuse includes acts or omissions.



Section 39.01(2), Fla. Stat.

Child Abandonment & Neglect Defined

Abandonment- *a caregiver while being able, has made no significant contribution to the child's care and maintenance or has failed to establish or maintain a substantial and positive relationship with the child, or both.*

Section 39.01(1), Fla. Stat.

Neglect- *occurs when a child is deprived of, or is allowed to be deprived of, necessary food, clothing, shelter, or medical treatment or a child is permitted to live in an environment when such deprivation or environment causes the child's physical, mental, or emotional health to be significantly impaired or to be in danger of being significantly impaired.*

Section 39.01(47), Fla. Stat. and Section 39.01(50), Fla. Stat.

Mandatory Reporters

All individuals in Florida are mandatory reporters of child abuse.

If you have reasonable cause to suspect that a child is abused, neglected, or abandoned contact the DCF Florida Abuse Hotline. [Section 39.201 Fla. Stat.](#)

General Mandatory Reporter

General Public

- Any individual in Florida

Professional Mandatory Reporter

Legally Obligated to Report

- School teachers or other school personnel
- Daycare center workers or another childcare professional
- Social workers
- Health or mental health professionals
- Medical professionals
- Law Enforcement officer
- Judge
- Mediators

Mandatory Reporters - Higher Education

University Administrators

*Each **administrator** or **law enforcement agency** upon receiving information from another institution employee that known or suspected child abuse, neglect, or abandonment (including physical, sexual and/or emotional abuse) occurred on university property or at a university-sponsored event must report that information right away directly to the DCF Florida Abuse Hotline.*

Penalties - Failure to Report

A fine of \$1 million shall be assessed against a university in the event the Board of Governors determines that a university administrator or law enforcement agency knowingly and willfully failed to report known or suspected child abuse, abandonment, or neglect to the DCF Florida Abuse Hotline or knowingly and willfully prevented another person from doing so.

Administrators Defined

- University President
- Provost
- Senior/Executive Vice Presidents
- Vice Presidents
- Associate Vice Presidents Associate/Vice Provosts
- Deans
- Chief of Police
- Equal Opportunity Programs Director
- Intercollegiate Athletics Director
- Internal Audit Director
- Title IX Coordinator
- University Compliance Officer

Anonymity & Confidentiality

Professional mandatory reporters **must** provide their name to the DCF Florida Abuse Hotline

- The DCF hotline is prohibited from disclosing reporter information
- * DCF investigators, lawyers, and law enforcement are provided reporter information to help facilitate investigation
- Reporters are required to provide child abuse disclosures to various university compliance units
 - Youth Compliance, Title IX, Clery, Environmental Health & Safety

Reporting Abuse

Step 1: Report abuse to the Department of Children and Families (DCF) Florida Abuse Hotline

Immediately report the abuse to the DCF Florida Abuse Hotline via one of the following methods using your UF email:

- Telephone: 1-800-962- 2873 (24-hour hotline)
- Fax: 1-800-914-0004
- TTY: 1-800-955-8771 or 711 (Florida Relay)
- Online Report (professional reporters encouraged to create an account)

Step 2: Save DCF Florida Abuse Hotline intake email and all electronic correspondence

The DCF Florida Abuse Hotline will provide reporters with an email which informs the reporter if the abuse report was accepted or denied for investigation.

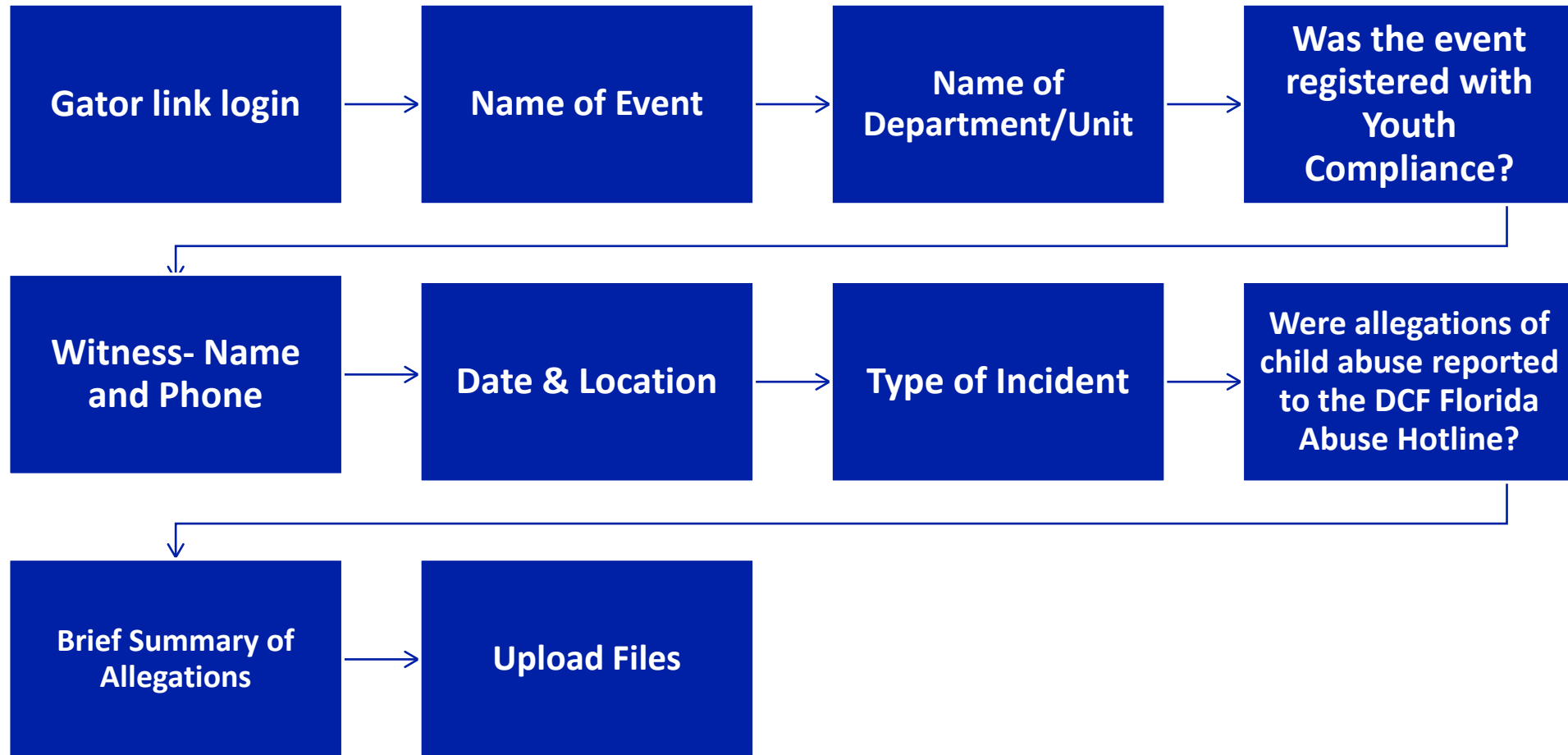
Step 3: Notify your supervisor

Discuss the details of the child abuse report with your direct supervisor.

Step 4: Report child abuse to UF Youth Compliance

- Submit Incident Report Form.
- Upload the DCF Florida Abuse Hotline intake email and all electronic correspondence from DCF.

Reporting Abuse



Mandatory Reporting of Child Abuse Training



Audience: (1) administrators as defined by BOG Reg. 3.002 and (2) all faculty, staff, students, and volunteers who will engage with minors on behalf of the UF enterprise



Frequency: Annually



Course Code: YCS100



Access: myTraining



Clery Act Reporting



Rebecca DeCesare, Ph.D.
Assistant Director, Clery Act Compliance

The Jeanne Clery Campus Safety Act

The Jeanne Clery Campus Safety Act (Clery Act) applies to all universities/colleges that receive Title IV funding (federal student aid)

Goals:

- Provide accurate and transparent information about crimes on or near campus
- Ensure university maintains policies, procedures, and programming addressing campus security, crime prevention, and victim services
- Arm the campus community with knowledge so that they may make informed decisions and take an active role in their personal safety

Clery Act Overview

Jeanne Clery, a student at Lehigh University, was raped and murdered by a fellow student in 1986

Clery's parents learned that 38 violent crimes had occurred on-campus in the years prior to her murder, but these crimes were not shared with the campus community

In 1990, the Clery Act was added as an amendment to the Higher Education Act

Over the last 35 years, Clery has significantly expanded and been amended to include requirements such as:

- Communications during emergencies, significant incidents, or crimes (UF Alerts)
- Reporting and response to VAWA (Violence Against Women Act) offenses
- Reporting and investigating allegations of Hazing

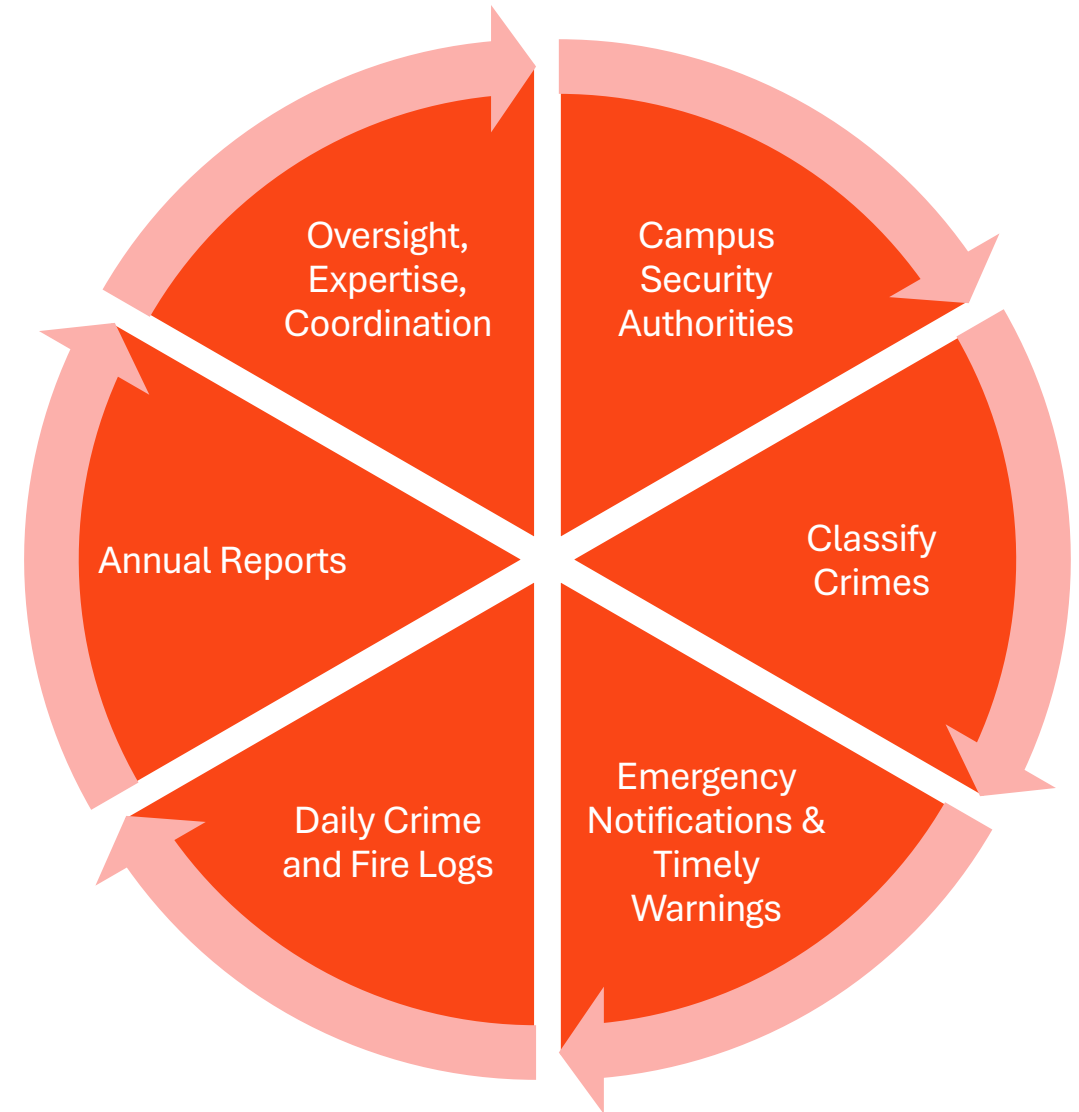
Clery Act Requirements

The six components of the Clery Compliance program ensure that the University of Florida:

- Maintains administrative capability

AND

- Maintains appropriate checks and balances within the system of internal controls



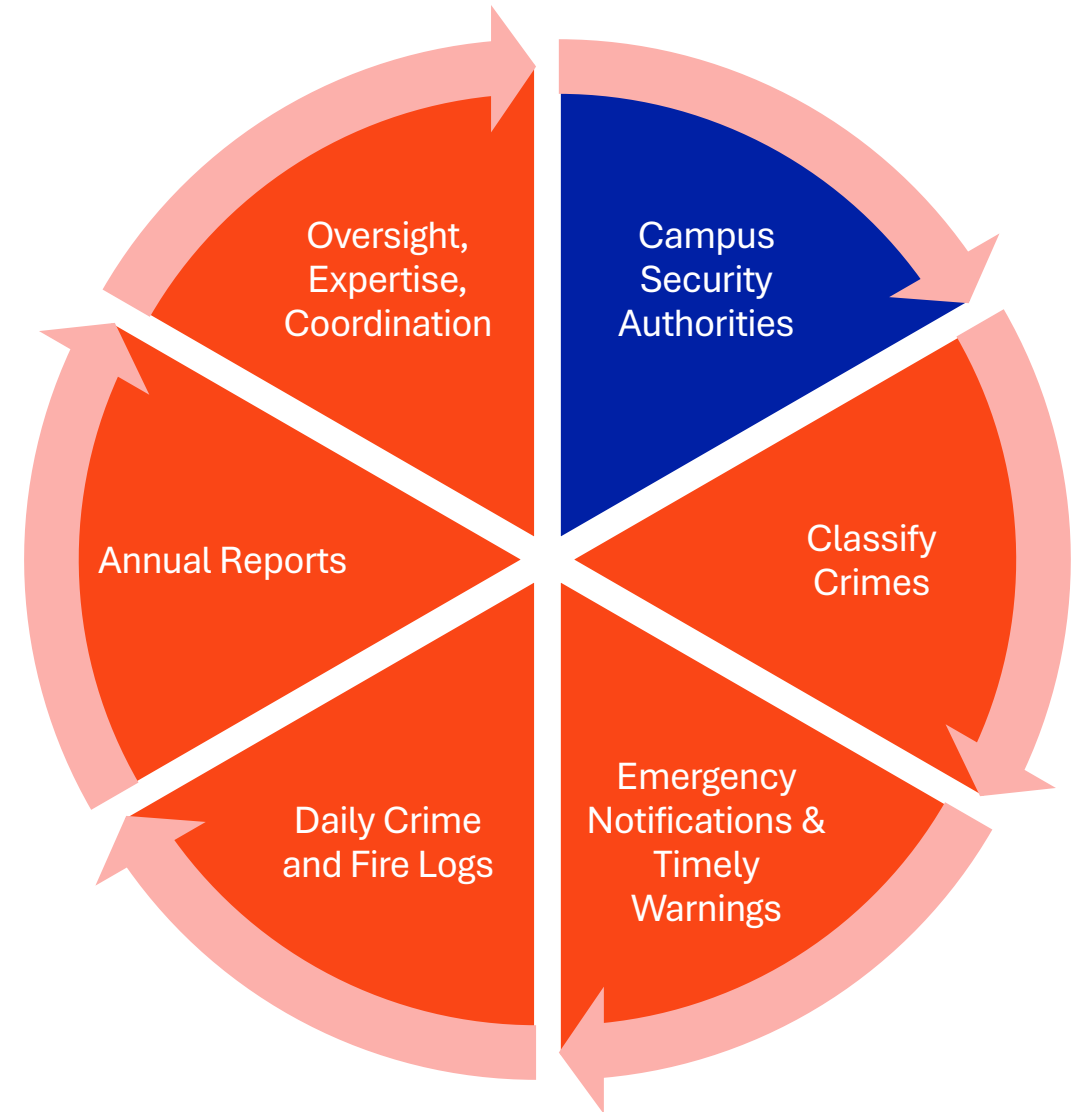
Campus Security Authorities

CSAs are faculty, staff, and student employees that have been identified as having significant interaction with students and to whom students are likely to report crimes.

Annually, UF CSAs are required to take an online training through myTraining.

If a crime is reported to or witnessed by a CSA, the CSA must report all known information through the CSA Report form.

When in doubt, report. The Clery Compliance program will determine whether an incident is Clery reportable



Classification of Crimes

Criminal Offenses

- Murder and Non-negligent Manslaughter
- Manslaughter by Negligence
- Rape
- Fondling
- Incest
- Statutory Rape
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson

Liquor, Drug, Weapons Law Violations

- Arrests
- Referrals for Disciplinary Action

VAWA (Violence Against Women Act) Crimes

- Dating Violence
- Domestic Violence
- Stalking

Hate Crimes

A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's actual or perceived bias against the victim.

- Crimes include Criminal Offenses plus: larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property
- Actual or perceived bias based on: race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, disability.

Hazing (effective as of 1/1/2025)

- Hazing incidents that were reported to Campus Security Authorities or local police agencies

CSA Report Form:

<https://clery.compliance.ufl.edu/csa-report-form/>

UF

CSA Report Form

Submitter

Name

Rebecca DeCesare

Email

rdecesare@ufl.edu

Incident Information

Type of Criminal Offense *

Please select...

If you are unsure of the criminal offense of the incident, please refer to the Definitions of Crimes located here: <https://clery.compliance.ufl.edu/resources/definitions/>

Date & Time

Do you know the date and time of the incident?

- ☐ Yes
☐ No

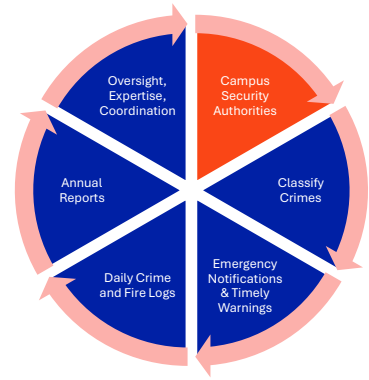
Location

Location of Incident *

- ☐ Residential Facilities
☐ Campus Buildings
☐ UF sponsored trip or conference
☐ Other

Specific Location of Incident *

CSA reporting is crucial



A failure to submit a CSA report stops the process from being initiated

*U.S. Department of Education (ED)

Federal Audit Activity

3 most recent audits:

Liberty University (2024, \$14 million)

Michigan State University (2019, \$4.5 million)

University of California, Berkeley (2019, \$2.35 million)

*ED can levy Civil Monetary Payments (CMP) per violation of the Clery Act. Adjusted for inflation, fines are currently **\$71,545** per violation as of 01/21/2025*



Title IX Reporting



Ann James, Ph.D.
Interim Title IX Coordinator

Title IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

-Title IX of the Education Amendments of 1972



Prohibited Conduct Under Title IX

Sex
Discrimination

Sexual
Harassment

Quid Pro Quo
& Hostile
Environment

Sexual Assault

Stalking

Dating
Violence

Domestic
Violence

Applies to Everyone in the University Community

Students

Faculty

Staff

Vendors

Contractors

Title IX Prohibits Sex Discrimination in all University Programs and Activities

Teaching and Learning

Research

Admissions

Financial Aid

Housing

Benefits

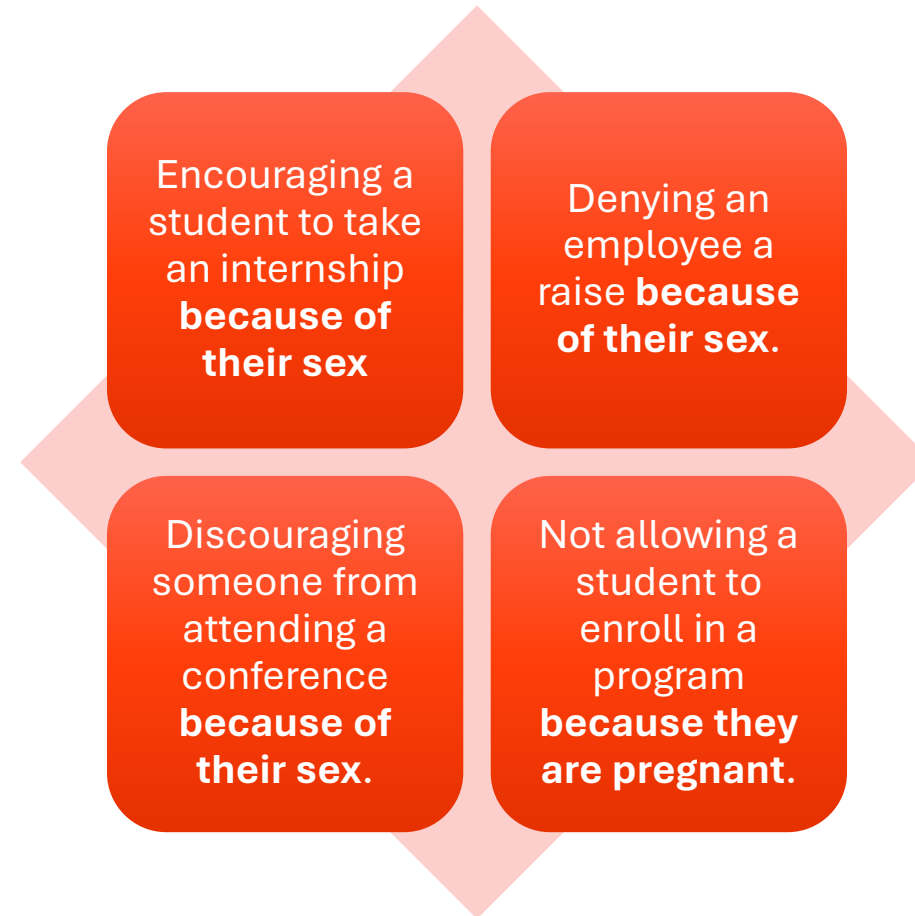
Pay and Promotion

Recruitment

Sports

Opportunities to Join Groups

Examples of Sex Discrimination



Quid Pro Quo Sexual Harassment

- Quid pro quo is a Latin phrase that means “this for that.” If you give me something, I’ll give you something.
- Quid pro quo harassment happens when someone working on behalf of the university, either explicitly or implicitly, offers a benefit—such as a good grade, better working hours, an internship, a promotion, or other special treatment—on the condition that the other person engages in intimate, romantic, or sexual contact.

Hostile Environment Sexual Harassment

- A hostile environment, is defined as unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university's education program or activity.
- A hostile environment can occur anywhere within the university, including academic, workplace, research, healthcare, housing, recreation, and athletic settings.

Hostile Environment Sexual Harassment

Sexual
comments

Texts with sexual
content or
images

Calling someone
names with sexual
connotations

Observations
about someone's
body

Compliments
about someone's
body or clothing

Frequent
touching

When in doubt, report it!

Sexual Assault

- Sexual assault includes any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent.
- Can range from touching, grabbing, and fondling to forcible penetration.

Sexual Assault in the Workplace

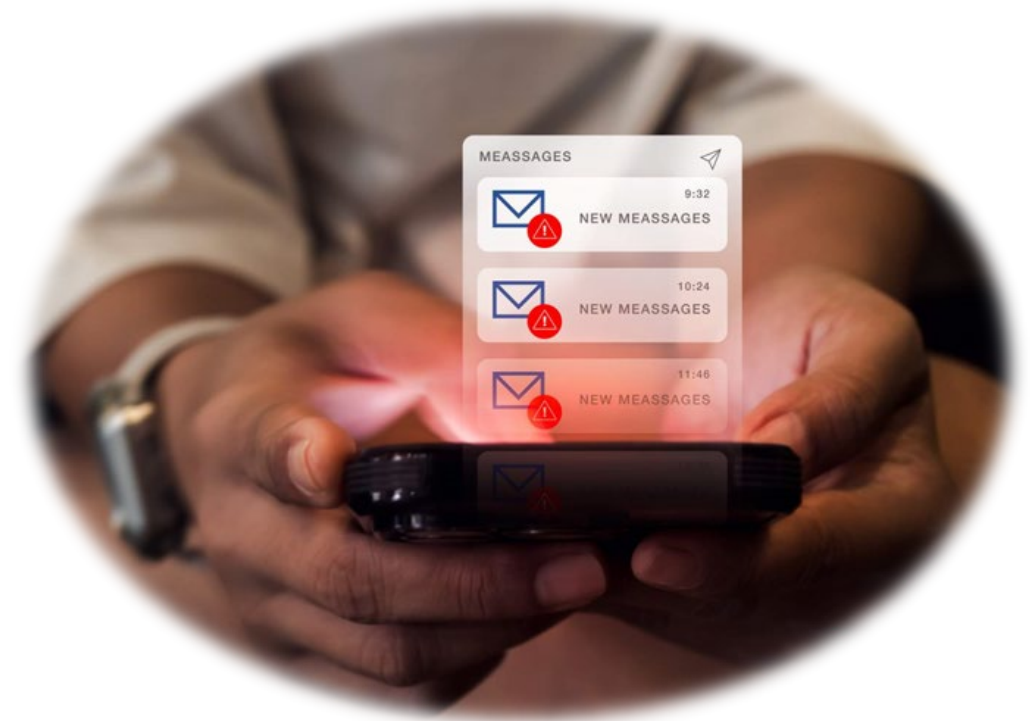
- Any unwanted touching of a private area of another person's body is sexual assault and prohibited by Title IX and UF policies.
- Slapping a coworker on the backside, pulling them in for a hug, or giving them a "friendly kiss" may be seen by some people as commonplace and acceptable. **However, If one person does not consent to these actions, they are examples of sexual assault.**

Stalking

- Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - Fear for the person's safety or the safety of others; or
 - Suffer substantial emotional distress.

Examples of Stalking

Stalking may include repeatedly calling someone, sending constant messages, even creating multiple social media accounts attempting to get in contact after they have already been blocked, or showing up uninvited.



Dating and Domestic Violence

- Dating violence refers to violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
- Domestic violence includes felony or misdemeanor crimes of violence committed by a current or former spouse, someone with whom the victim shares a child, or a cohabiting intimate partner.

Understanding Dating and Domestic Violence

- These types of violence may include physical, emotional, or psychological harm.
- They can include any pattern of behaviors used by one partner to maintain power and control over another partner.
- People of any race, age, gender, sexuality, religion, education level, or economic status can be impacted by - or can commit - dating and domestic violence.

Conditions Under Which Title IX Applies

The conduct occurred on campus, or in a university program or activity.

The conduct occurred in the United States.

The Complainant is a current student or employee, OR is participating in a university program or activity.

The University has “substantial control” over the Respondent.

Outside the Scope of Title IX

- This leaves a lot of sexual harassment OUTSIDE the scope of Title IX
- ALL forms of sexual harassment should be reported to the Title IX Office
- The University will still address it, regardless of whether it is covered by the current definitions of Title IX



Reporting Obligations

- Who has to report incidents to the Title IX Office?
- What specific information should they report?
- How do they report?

Who is Required to Report?

All University of Florida employees are required to report incidents of sexual harassment to the Title IX Office. Confidential employees, such as professional and pastoral counselors are not required to report.



How to Report Online

- Go to <http://titleix.ufl.edu/>
- Click on “Make a Report”
- Fill out Sexual Misconduct/ Harassment Report Form with all known information.
- Click “Submit”

The screenshot shows the 'Sexual Misconduct / Harassment Report Form' from the University of Florida's Compliance and Ethics office. The header includes the UF logo and the text 'Compliance and Ethics Title IX Compliance UNIVERSITY of FLORIDA'. A prominent blue bar contains the text 'Reporting Person Information (Individual submitting this form)'. Below this, a paragraph explains that the form is for reporting sexual misconduct or harassment and that completing it does not require an investigation. The form fields include: 'Your full name:', 'Your status/position/title:', 'Your preferred phone number:', 'Your preferred email address:', 'Nature of Misconduct (Required):' (a dropdown menu), 'Timeframe of Misconduct (Required):' (a dropdown menu), 'Approximate Date of Incident (Required):' (a date field showing '12/06/2024'), 'Location Misconduct occurred (Required):' (a dropdown menu), and 'Specific location:'. There are also links to 'Learn more' for several fields and a note to 'Enable additional features by logging in'.

Other Ways to Report



Titleix@ufl.edu



(352) 294-8720



**720 SW 2nd
Avenue,
Suite 106**

Responding to Disclosures



What Should I Say and Do?

Offer	Inform	Support	Report
Offer assistance. Ask "How can I help?"	Inform them of your obligation to report to the Title IX Office.	Provide support and remind them they are in control about what happens next.	Report the information to the Title IX Office.

What Should I Say and Do?



Respond by

Listening

It's ok to take notes.



Respond with

Empathy

Thank them for trusting you enough to share this information.



Allow them to

Share

But avoid asking questions about what happened.

What You Should NOT Do:

Ask more questions to find out what happened

Make a determination about what happened

Consider or take disciplinary action

Come to an agreement about how to proceed

Promise what will be done to correct the situation

But What About...

What if it was just a rumor?

What if they ask that I say nothing?

What if I know that it probably isn't true?

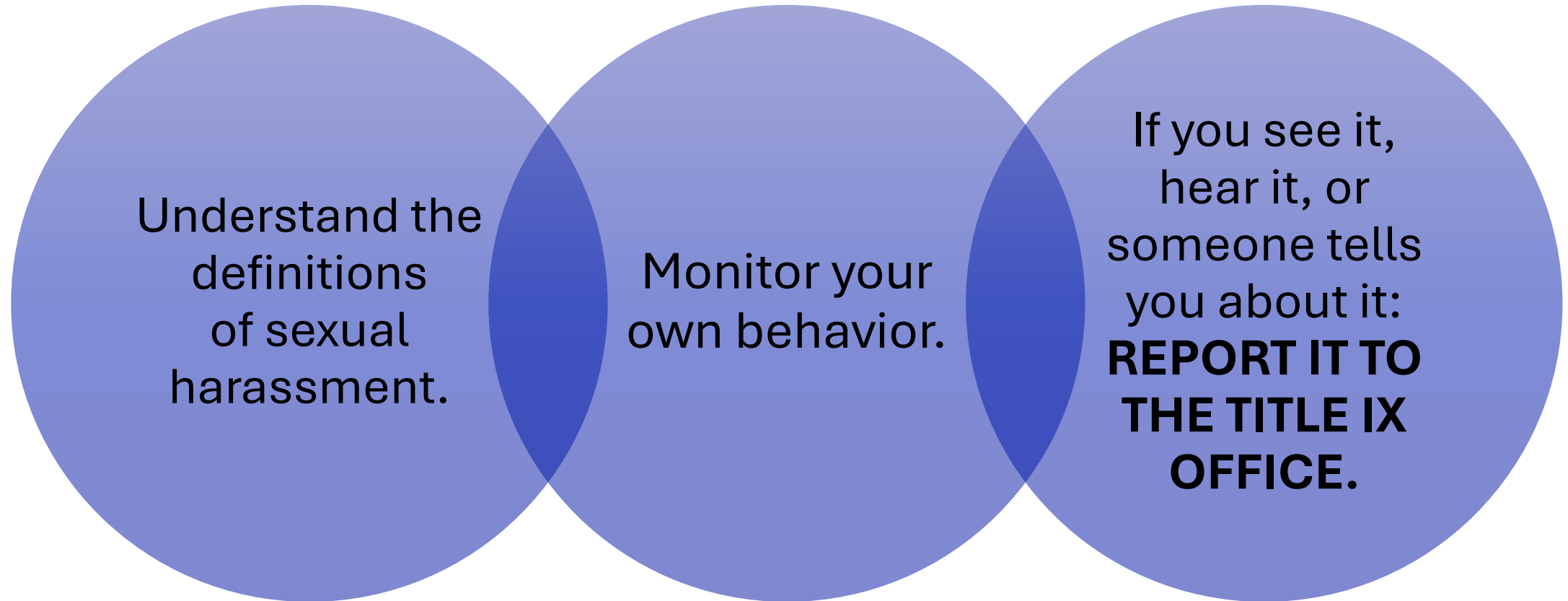
What if I just don't want to get involved?

You still are required to report the information to the Title IX Office.

Confidentiality and Privacy

Confidentiality	Privacy	Private
People who can keep information fully confidential and tell no one: professional and pastoral counselors.	You cannot promise confidentially, BUT you can promise to not share the information with those beyond the Title IX Office. Do not share with anyone else.	UF keeps all information private, meaning no information is shared beyond a “need to know” basis.

The Key Concepts are Simple



What happens after a report is made?

- The Title IX Office contacts the Complainant to provide information and invites them to meet to discuss options for support and resolution, including:
 - Supportive measures and resources
 - The right to make/not make a report to UF and/or law enforcement
 - Options for resolution
- The Title IX Office is responsible for ensuring that UF's response to all reports of sexual harassment is compliant with Title IX.

UFCE Contact Information

Youth Compliance

Report Form: [Incident Report](#)

Webpage: [Child Abuse Reporting](#)

Email: youth-compliance@ufl.edu

Contact: Sophia Andrews, M.S.

Phone: (352) 294 - 9162

Clery Compliance

Report Form: [CSA Report Form](#)

Webpage: [CSAS](#)

Email: clery@ufl.edu

Contact: Rebecca DeCesare, Ph.D.

Phone: (352) 294 - 3579

Title IX

Report Form: [Sexual Misconduct / Harassment Report Form](#)

Webpage: [Report](#)

Email: titleix@ufl.edu

Contact: Ann James, Interim Title IX Coordinator

Phone: (352) 294 - 8720