



Orinda Baseball Association

Child Abuse Prevention Policy (in compliance with California Assembly Bill 506) Updated: August 2025

Purpose

The purpose of this policy is to ensure incidents of suspected child abuse are reported to the appropriate entities and to comply with the requirements set forth in California Assembly Bill 506 ("AB506"). In an effort to achieve that purpose, one of the key requirements of this policy is the presence of at least two (2) mandated reporters when Orinda Baseball Association ("OBA") employees and/or volunteers are in contact with or supervising children.

OBA wholeheartedly endorses the State's goal and is committed to enforcing this policy. OBA will neither condone nor tolerate any form of child abuse or neglect by any administrator, employee or volunteer. Nor will OBA accept the failure of an administrator, employee or volunteer to immediately report any reasonable knowledge or suspicion of such child abuse or neglect by any person, including an administrator, employee, volunteer, parent, guardian or family member.

Rule of Two

OBA requires that at least two adult mandated reports be present at all youth activities and whenever administrators, employees and/or volunteers are in contact with or supervising children.

Other Practices/Rules to Prevent Child Abuse/Neglect

In addition to the Rule of Two and the other procedures set forth in this policy, OBA has set forth detailed procedures in its Managers and Coaches Agreement, many of which are intended to protect children. The Managers and Coaches Agreement is incorporated by reference as though fully set forth herein.

Child Abuse or Neglect

Child abuse or neglect refers to physical injury or death inflicted by other than accidental means on a child; sexual assault or sexual exploitation of a child including sexual intercourse between a child under 16 years of age and a person 21 years of age or older, lewd or lascivious acts, and child molestation; negligent treatment or the maltreatment of a child by a person responsible for the child's welfare under circumstances indicating harm or threatened harm to the child's health or welfare; willful harming, injuring, or endangering a child; and unlawful corporal punishment.

Identification of Child Abuse and Neglect

Child abuse is more than bruises or broken bones. While physical abuse often leaves visible scars, not all child abuse is as obvious, but can do just as much harm. It is important that individuals working with and around children be able to know what constitutes child abuse or child neglect and know how to identify potential signs.

Child abuse and/or child neglect can be any of the following:

1. A physical injury inflicted on a child by another person other than by accidental means.
2. The sexual abuse, assault, or exploitation of a child.
3. The negligent treatment or maltreatment of a child by a person responsible for the child's welfare under circumstances indicating harm or threatened harm to the child's health or welfare. This is whether the harm or threatened harm is from acts or omissions on the part of the responsible person.
4. The willful harming or endangerment of the person or health of a child, any cruel or inhumane corporal punishment or any injury resulting in a traumatic condition.

One does not have to be physically present or witness the abuse to identify suspected cases of abuse, or even have definite proof that a child may be subject to child abuse or neglect. Rather, the law requires that a person have a "reasonable suspicion" that a child has been the subject of child abuse or neglect. Under the law, this means that it is reasonable for a person to entertain a suspicion of child abuse or neglect, 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.

Red flags for abuse and neglect are often identified by observing a child's behavior, recognizing physical signs, and observations of dynamics during routine interactions with certain adults.

While the following signs are not proof that a child is the subject of abuse or neglect, they should prompt one to look further.

The following are warning signs of emotional abuse in children:

1. Excessively withdrawn, fearful, or anxious about doing something wrong.
2. Shows extremes in behavior (extremely compliant or extremely demanding; extremely passive or extremely aggressive).
3. Doesn't seem to be attached to the parent or caregiver.
4. Acts either inappropriately adult-like (taking care of other children) or inappropriately infantile (rocking, thumb-sucking, throwing tantrums).

The following are warning signs of physical abuse in children:

1. Frequent injuries or unexplained bruises, welts, or cuts.
2. Is always watchful and "on alert" as if waiting for something bad to happen.
3. Injuries appear to have a pattern such as marks from a hand or belt.
4. Shies away from touch, flinches at sudden movements, or seems afraid to go home.
5. Wears inappropriate clothing to cover up injuries, such as long-sleeved shirts on hot days.

The following are warning signs of neglect in children:

1. Clothes are ill-fitting, filthy, or inappropriate for the weather.
2. Hygiene is consistently bad (unbathed, matted and unwashed hair, noticeable body odor).
3. Untreated illnesses and physical injuries.
4. Is frequently unsupervised or left alone or allowed to play in unsafe situations and environments.
5. Is frequently late or missing from school.

The following are warning signs of sexual abuse in children:

1. Trouble walking or sitting.
2. Displays knowledge or interest in sexual acts inappropriate to his or her age, or even seductive behavior.
3. Makes strong efforts to avoid a specific person, without an obvious reason.
4. Doesn't want to change clothes in front of others or participate in physical activities.
5. A sexually transmitted disease (STD) or pregnancy, especially under the age of fourteen.
6. Runs away from home.

Obligations of Mandated Reporters

A list of persons whose profession qualifies them as “mandated reporters” of child abuse or neglect may be found in California Penal Code Section 11165.7, which is attached as an addendum to this policy. The list is extensive and continues to grow. It includes all administrators and employees of public or private youth centers, youth recreation programs (like OBA) and youth organizations.

All persons hired into positions included on the list of mandated reporters will be provided, upon employment, with a statement, informing them that they are a mandated reporter and their obligations to report suspected cases of child abuse and neglect pursuant to California Penal Code Section 11166.5.

All persons who are mandated reporters are required, by law, to report all known or suspected cases of child abuse or neglect. It is not the job of the mandated reporter to determine whether the allegations are valid. If child abuse or neglect is reasonably suspected or if a child shares information with a mandated reporter leading him/her to believe abuse or neglect has taken place, the report must be made. No administrator or employee can impede or inhibit a report or subject the reporting person to any sanction.

To make a report, a mandated reporter must contact an appropriate local law enforcement or county child welfare agency, listed below. This legal obligation is not satisfied by making a report of the incident to a supervisor or to OBA. An appropriate law enforcement agency may be one of the following:

1. A Police or Sheriff's Department (not including a school district police department or school security department).

2. A County Probation Department, if designated by the county to receive child abuse reports.
3. A County Welfare Department/County Child Protective Services.

The report should be made immediately over the telephone and should be followed up in writing. The law enforcement agency has special forms for this purpose that they will ask you to complete. If a report cannot be made immediately over the telephone, then an initial report may be made via e-mail or fax.

Nothing in this policy takes the place of reporting to an appropriate local law enforcement or county child welfare agency. Further, any such additional requirements set forth in this policy do not: (1) direct an employee to allow the employer's supervisor to file or process a mandated report under any circumstances; or (2) require any employees who are required to make reports to disclose the employee's identity to OBA.

Rights to Confidentiality and Immunity

Mandated reporters are required to give their names when making a report. However, the reporter's identity is kept confidential. Reports of suspected child abuse are also confidential. Mandated reporters have immunity from state criminal or civil liability for reporting as required. This is true even if the mandated reporter acquired the knowledge, or suspicion of the abuse or neglect, outside his/her professional capacity or scope of employment.

Consequences of Failing to Report

A person who fails to make a required report is guilty of a misdemeanor punishable by up to six months in jail and/or up to a \$1,000 fine (California Penal Code Section 11166[c]).

After the Report Is Made

The local law enforcement agency is required to investigate all reports. Cases may also be investigated by Child Welfare Services when allegations involve abuse or neglect within families.

Non-Mandated Reporters

Not everyone is a mandated reporter. However, OBA strongly encourages all non-mandated reporters to report knowledge or suspicion of child abuse or neglect immediately through any of the avenues described in this policy.

Confidentiality of Reports Made to OBA

OBA will maintain appropriate confidentiality of all reports of child abuse or neglect that it receives or becomes aware of. Only those persons with a “need to know” will have access to the reports.

Training

All OBA administrators, employees and volunteers must complete child abuse and neglect reporting training. This training will cover topics such as OBA’s policies related to preventing and responding to abuse; how to maintain appropriate boundaries with youth; effective monitoring and supervision practices for high-risk activities and for managing youth; how to prevent, recognize and respond to youth-to-youth sexual activity and abuse; and how to respond to boundary violations and allegations or incidents of abuse.

OBA will retain proof of completion certificates for all administrators, employees and volunteers.

Fingerprint-Based State/Federal Background Checks

All administrators, employees, and volunteers of OBA shall undergo a background check pursuant to Section 11105.3 of the California Penal Code to identify and exclude any persons with a history of child abuse. This rule requires a fingerprint-based background check. Anyone with a history of child abuse will be excluded from working or volunteering with OBA.

Insurance Companies

Pursuant to AB506, insurance companies may request proof of compliance with AB506 before issuing or renewing liability insurance for youth service organizations, like OBA, including requesting a copy of this policy.