

MOT Charter School Title IX Sexual Misconduct Policy

I. INTRODUCTION AND PURPOSE

MOT Charter School (“**MOT**”) is committed to providing a safe, respectful and supportive learning and working environment, free from sexual harassment and sexual violence, in which all members of the MOT community can thrive and succeed.

Title IX of the Education Amendments of 1972 (“**Title IX**”), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. All schools that receive any Federal funds must comply with Title IX.

MOT does not tolerate Title IX Sexual Harassment, as defined under applicable federal regulations. MOT will respond promptly and equitably to **Reports** or Formal **Complaints** (as defined, below) of conduct prohibited under this Title IX Sexual Harassment Policy (the “**Policy**”). Violations of this Policy may result in discipline, including the possibility of expulsion or termination from MOT.

II. SCOPE

Under Title IX, schools must operate free from sex discrimination, including sexual harassment. This Policy covers sexual harassment that allegedly occurred on or after August 14, 2020, committed by any individual against MOT students, MOT employees, and other participants in MOT Education Programs or Activities.

Any of the following conduct on the basis of sex constitutes sexual harassment (“**Sexual Harassment**”):

- A school employee conferring an educational benefit or service upon a person’s participation in unwelcome sexual conduct (often called “quid pro quo” harassment);
- 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 school’s education program or activity; or
- Sexual assault (including as defined under Delaware state law in 14 Del. C. § 4161(15), dating violence (including “Teen Dating Violence” as defined under 14 Del. C. § 4161(18), domestic violence, or stalking. In Delaware, the legal age of consent is 16 years old, and in some situations, 18 years old.

This Policy applies to Sexual Harassment that meets the definitions listed above and meets all of the following additional conditions:

1. The Sexual Harassment is alleged to have been perpetrated against a person in the United States; and
2. The Sexual Harassment is alleged to have taken place within MOT's Education Programs or Activities; and
3. At the time of filing or signing the Formal Complaint, the complainant is participating in or attempting to participate in MOT's Education Programs or Activities. Sexual Harassment may include prohibited conduct which occurs off campus, including sporting events and school trips.

If an allegation of sexual misconduct does not meet the definition of Sexual Harassment or the additional requirements listed above, MOT may choose in its sole discretion (i) to investigate the allegations under the procedures set forth in this Policy or (ii) to address such allegations through other policies, such as the MOT Family Handbook.

A criminal investigation into allegations of sexual harassment or sexual violence does not relieve MOT of its duty under Title IX to resolve complaints promptly and equitably.

MOT reserves the right to modify this Policy at any time to take into account changes to with applicable local, state, and federal laws and regulations and/or directives from relevant government agencies. Information on changes, updates or amendments to the Policy will be provided to students, parents/guardians, and employees at the start of each school year or from time-to-time as needed.

III. TITLE IX COORDINATOR

Complaints and/or inquiries concerning allegations of Sexual Harassment, or discrimination on the basis of sex, shall be directed to MOT's **Title IX Coordinator** in person, or by phone, mail, or e-mail. Any person (e.g., the alleged victim or any third party, including parents) may report to the Title IX Coordinator. All complaints will be received and investigated in a prompt and equitable manner.

The Title IX Coordinator contact information is as follows:

Mitch Weiss, Title IX Coordinator
1275 Cedar Lane Road
Middletown, DE 19709
302-696-2000
mitch.weiss@mot.k12.de.us

MOT provides the contact information of the Title IX Coordinator to students, faculty, staff, applicants for admission, and applicants for employment at MOT.

The Title IX Coordinator will be responsible for:

- Communicating with all members of MOT community regarding their responsibilities and rights under Title IX;
- Reviewing applicable MOT policies to facilitate compliance with Title IX;
- Monitoring MOT's administration of its own applicable policies, including this Policy and all related record keeping, timeframes, and other procedural requirements;
- Conducting or coordinating training regarding sexual misconduct, Title IX, and prohibited conduct defined in this Policy and related policies; and
- Responding to any Report or Formal Complaint regarding conduct that violates this Policy. In this capacity, the Title IX Coordinator oversees the investigation and resolution of such alleged misconduct, directs the provision of any Supportive Measures (as defined below in Section V. b.), and monitors the administration of any related appeal.

The Title IX Coordinator may delegate responsibilities under this Policy to designated administrators, who will be appropriately trained.

All MOT employees must immediately inform the Title IX Coordinator of all Reports or Formal Complaints of violations of this Policy made to the employee. In addition, even in the absence of a Report, complainant, or Formal Complaint, **employees must report any suspected sexual harassment they witness or hear about to the Title IX Coordinator.**

Nothing in this Policy will prevent making a report of suspected abuse or neglect of a minor under the State of Delaware's mandatory reporting laws as set forth in MOT's Mandatory Reporting Policy, below.

IV. MANDATORY REPORTING

- In all cases when a mandatory report is made by a school employee, either to DFS or to law enforcement, the employee making the report shall simultaneously notify the Head of School.
- School Crimes:** Pursuant to 14 Del. C. §4112 An immediate report should be made by the Head of School or designee to the appropriate police agency with jurisdiction when a school employee has a reasonable suspicion that one of the following offenses has occurred to a student in the school environment: (1) a violent felony offense, (2) unlawful sexual contact, **or** (3) assault.

An immediate report should be made by the Head of School or designee to the appropriate police agency with jurisdiction when an employee commits a violent felony offense, assault or any sexual offense against a student regardless of where the incident takes place. This offense also requires an immediate report to DFS by any school employee who witnessed or who has firsthand knowledge of the incident.

- Sexual Abuse:** Any **abusive** sexual behavior that is committed against a minor by another minor or adult, regardless of where the incident took place, must be reported to DFS. 16 Del. C. §903,904. Unless the perpetrator is a school employee (see above), sexual violence that occurs

outside of the school environment against a student who is 18 years of age or older does not have to be reported to DFS. All instances of sexual violence must be reported to law enforcement. (See Appendix A and Appendix B).

- d. Teen Dating Violence: Teen Dating Violence must be reported to law enforcement under the following circumstances (See Appendix A and Appendix B):
- i. Violent Felony in the school environment. Includes assault in the first and second degree, unlawful sexual contact in the first and second degree and stalking.
 - ii. Assault III in the school environment.
 - iii. Unlawful Sexual Contact III in the school environment.
 - iv. Abusive Sexual Behaviors against a Minor regardless of where the incident occurs. Report to DFS as well.
 - v. Abusive Sexual Behaviors against a Student 18 years of Age or Older in the school environment.
 - vi. Threats of Harm to Others (Mental Health Providers Only)
- e. Child Abuse and Neglect: Any person who has reason to suspect child physical, sexual abuse or neglect must report it to the 24-hour DFS Child Abuse & Neglect Hotline at 1-800-292-9582.

V. INITIAL ASSESSEMENT OF REPORT / FILING OF FORMAL COMPLAINT

a. Initial Assessment of a Report

When the Title IX Coordinator is aware of an allegation of Sexual Harassment (a “**Report**”), the Title IX Coordinator will promptly and confidentially reach out to the student alleging sexual harassment to discuss available options, including, but not limited to:

- The availability of Supportive Measures to restore access to the school’s education program or activity with or without the filing of a Formal Complaint;
- The right to file a complaint to initiate an investigation into the Sexual Harassment allegations; and
- The process for filing a Formal Complaint.

b. Supportive Measures

The Title IX Coordinator will provide the complainant with information concerning the right to Supportive Measures even if no Formal Complaint is filed. MOT will consider the alleged victim’s wishes with respect to requests for supportive measures. The respondent may also benefit from Supportive Measures.

“**Supportive Measures**” are free, individualized services designed to restore or preserve equal access to education, protect safety, or deter sexual harassment, not disciplinary or punitive, and without unreasonably burdening any other person. Examples of supportive measures may include:

- Counseling
- Extensions of deadlines or other course-related adjustments;
- Modifications of work or class schedules;
- Campus escort services;
- Leave of absence;
- Increased security or monitoring of certain parts of campus; and/or
- Mutual restrictions on contact between individuals.

MOT will keep confidential any Supportive Measures provided to the extent it does not impair MOT's ability to provide the supportive measure. The Title IX Coordinator is responsible for coordinating Supportive Measures.

c. Filing a Formal Complaint of Sexual Harassment

A formal complaint is an official document alleging Sexual Harassment (“**Formal Complaint**”). MOT will investigate the allegations set forth in a Formal Complaint by following the Grievance Process (set forth below).

A Formal Complaint must be submitted by a student, or the student's parent or legal guardian, and signed by the Title IX Coordinator. Even if the student opts not to file a formal complaint, the Title IX Coordinator may decide to file a Formal Complaint on his/her own, which starts an investigation.

Formal Complaints may be filed with the Title IX Coordinators in person, by mail, by telephone, or by email.

d. Dismissal of Complaints

- *Mandatory Dismissals*

MOT must dismiss a complaint that:

- Does not describe conduct that meets the definition of Sexual Harassment;
- Alleges Sexual Harassment that did not occur in MOT's education program or activity; and/or
- Alleges sexual harassment that did not occur in the United States at all.

II. *Discretionary Dismissals*

MOT may dismiss a complaint if:

- The complainant notifies the Title IX Coordinator in writing that the complainant wishes to withdraw the Formal Complaint or some of its allegations;
- The respondent is not enrolled in, or employed by, MOT; or
- Specific circumstances prevent MOT from gathering evidence sufficient to reach a determination about the allegations.

In the event of a dismissal of a Formal Complaint, MOT will promptly send written notice of the dismissal and the reasons to both parties. Either party has the option to appeal the decision.

VI. EMERGENCY REMOVAL

Before beginning the Grievance Process (or at any time during that process), a respondent may be removed from MOT's education programs or activities on an emergency basis if the respondent poses an immediate threat to anyone's physical health or safety.

VII. THE GRIEVANCE PROCESS

The following are procedures for the **Grievance Process** for student and employee Formal Complaints of Sexual Harassment:

1. MOT individuals involved in this Grievance Process are prohibited from discriminating against a complainant or respondent on the basis of sex.
2. Parents or guardians may act on behalf of their child for all purposes under this Policy, whether their child is the complainant, respondent, or other individual involved in the Grievance Process. Parents/guardians are entitled to participation in all stages of the Grievance Process.
3. Prior to the interview of the respondent, both parties (the complainant and respondent) will receive written notice of the Grievance Process and Informal Resolution processes, notice of the allegations (including the identities of the parties, if known; the conduct allegedly constituting Sexual Harassment; the date and location of the alleged incident, if known; and the Policy provision the conduct is alleged to violate), the presumption of innocence of the respondent, an equal opportunity to select an advisor of the party's choice (who may be, but does not need to be, an attorney), an equal opportunity to submit, inspect, and review evidence throughout the investigation; and MOT's prohibition against retaliation.
4. MOT presumes that Reports of Sexual Harassment are made in good faith, and all complainants have the right to be taken seriously. A finding that the alleged behavior does not constitute a violation of this Policy or that there is insufficient evidence to establish that the alleged conduct occurred as reported does not mean that the Report was made in bad faith.
5. MOT will investigate the allegations of a Formal Complaint. MOT will appoint an **Investigator**, who will gather evidence by collecting relevant documents and other information, interviewing parties and witnesses, and/or receiving documents, witness lists, requests to gather documentation or other information from any of the parties.
6. MOT will provide written notice of the date, time, location, participants, and purpose of all interviews, or other meetings, with sufficient time for the party to prepare.
7. Witnesses may not participate solely to speak about an individual's character. Where witnesses are interviewed as part of the investigation, the written investigative report will include the name of the witness and the information gathered in the interviews.
8. MOT will provide equal opportunities for the parties and their advisors to inspect and review the evidence obtained by MOT as part of its investigation, if the information is directly related to the allegations raised in the Formal Complaint.
9. MOT will give the parties a meaningful opportunity to respond to the evidence after MOT has provided it.

10. After gathering evidence, MOT will provide an investigative report on the allegations of the Formal Complaint. The parties will have 10 calendar days to respond to the report in writing, including submitting written questions to the other party.
 - a. The Decision-maker (not the Investigator) will decide whether the questions posed are relevant. If the Decision-maker decides to exclude a question, he or she will explain the decision to the party proposing the question.
 - b. Parents/guardians may pose questions on behalf of their child. They may also consult their child and write out the response to questions asked.
 - c. Questions and evidence about a complainant's prior sexual history are not relevant, with two limited exceptions:
 - i. Where such information is offered to prove that someone other than the respondent committed the alleged sexual harassment; or
 - ii. It relates to sexual behavior between the complainant and respondent offered to prove consent.
 - d. After the questions are posed and answered, the Decision-maker may allow follow up questions that are strictly limited to relevant clarifications of previous answers.
11. If responses are submitted, MOT will consider the responses before finalizing the investigative report.
12. The investigative report will then be finalized and provided to the parties. The investigative report will be circulated to the parties at least another 10 calendar days before any determination of responsibility.
13. Reasonable, temporary delays are permitted at the discretion of MOT. Reasonable delays may be because of law enforcement activities, the absence of a party or witness, the absence of a party's advisor of choice, or the need to provide language assistance or accommodations of disabilities.
14. MOT will protect parties' privacy by requiring a party's written consent before using the party's medical, psychological or similar treatment records during the grievance process.
15. No information protected by a legal privilege, such as the attorney-client privilege or the doctor-patient privilege, can be used during an investigation unless the person holding that privilege has waived it. Neither a party nor the school is allowed to seek or permit questions about, or allow the introduction of, evidence that is protected by a recognized privilege.
16. The relevant evidence, including inculpatory and exculpatory evidence, will be objectively evaluated.
17. Credibility determinations will not be made on the basis of a person's status as a complainant, respondent, or witness.
18. MOT will apply a presumption that the respondent is not responsible during the grievance process (often called a "presumption of innocence").
19. MOT bears the burden of proof and must correctly apply the preponderance of the evidence standard. Any finding of responsibility comes at the conclusion of the Grievance Process.
20. At any point during the grievance process, Parties or Witnesses may request disability-related accommodations by contacting the Title IX Coordinator, who will facilitate interactions with the MOT administrator for student accommodations or the ADA Coordinator for employee accommodations.
21. Individuals involved in the Grievance Process will be trained in accordance with Title IX regulations, and the materials used to train Title IX personnel are available on MOT's website.

VIII. THE DECISION-MAKER AND DETERMINATION OF RESPONSIBILITY

The person who decides whether the respondent engaged in Sexual Harassment in violation of this Policy (the “**Decision-maker**”) may not be the same person as the Title IX Coordinator or the Investigator. MOT will ensure there are no other conflicts of interest or bias with any of the individuals involved in the Grievance Process.

MOT will ensure all Decision-makers receive training regarding bias and relevancy of evidence.

The Decision-maker will objectively evaluate the relevant evidence decide whether it meets the preponderance of the evidence standard used for this Policy and, in turn, reach conclusions about whether the respondent is responsible for the alleged Sexual Harassment.

MOT will send the written determination simultaneously to the parties, along with information regarding how to appeal the determination.

The Decision-maker’s written determination will include the following:

- The allegations potentially constituting Sexual Harassment;
- The portion of this Policy that was violated;
- A description of the procedural steps that were taken;
- A findings of fact section;
- A section that draws conclusions after applying the facts to the portion of the Policy that applies;
- A statement and rationale for the ultimate determination of responsibility;
- Any disciplinary sanctions that MOT will impose on the respondent, and a statement regarding whether MOT will provide remedies to the complainant;
- A statement and rationale for any remedies for the complainant, addressing how those remedies will restore and preserve equal access; and
- A statement of MOT’s procedures that the parties have a right to appeal the initial determination regarding responsibility, and the permissible bases for appeal.

If a respondent is found responsible for Sexual Harassment, MOT will simultaneously provide the parties a supplemental notice of outcome that describes any disciplinary sanctions MOT will impose on the respondent and whether MOT will provide the complainant with remedies designed to restore or preserve equal access to MOT’ Education Programs or Activities, as applicable. A complainant’s remedies can be disciplinary against the respondent and can range from a disciplinary referral to a recommendation for expulsion, depending on the circumstances.

MOT will not impose remedial measures and sanctions until the appeal process is final.

IX. APPEALS

The complainant or respondent may appeal the Decision-maker's determination of responsibility or the dismissal of a Formal Complaint, to the **Appeals Decision-maker** (or designee) within 10 calendar days of receiving the determination of responsibility or the notice of dismissal. The Appeals Decision-maker will not be the same individual who made the determination of responsibility (the Decision-maker), the Investigator, or the Title IX Coordinator.

The following are permissible grounds for an appeal:

- A procedural irregularity affected the outcome of the matter;
- New evidence has been discovered that was not reasonably available at the time of the determination on responsibility or dismissal; and/or
- A conflict of interest on the part of the Title IX Coordinator, the Investigator who compiled evidence, or the Decision-maker, and the conflict of interest affected the outcome.
- If a party files an appeal, MOT will notify the parties in writing, and will implement appeal procedures equally.
- Both parties will have the opportunity to submit a written statement supporting or challenging the outcome.
- After considering the parties' written statements, the Appeals Decision-maker (or designee) will issue a written decision no later than 15 calendar days from the parties' written submission and send it to the parties simultaneously.
- The Appeals Decision-maker's (or designee's) determination regarding whether the respondent is responsible for the Sexual Harassment allegations becomes final after appeal.

X. INFORMAL RESOLUTION PROCESS

In appropriate cases, MOT may explore the facilitation of a voluntary, informal resolution of the formal complaint ("**Informal Resolution**"). Informal Resolution is not an option in any case where the respondent is a MOT employee.

MOT will only attempt Informal Resolution if each party enters the process completely voluntarily. No party will ever be forced or coerced into engaging in an Informal Resolution.

MOT will obtain the parties' voluntary, written consent before using any type of Informal Resolution process, such as mediation or restorative justice.

MOT will provide a facilitator who is free from conflicts of interest or bias, and who has received special training.

Even in situations where the parties engage in voluntary Informal Resolution, MOT will provide the complainant and respondent with notice of the allegations, notice of their rights, information about whether the Informal Resolution is confidential, and assurance that any party may withdraw from the Informal Resolution process at any time before an agreement is reached.

XI. RECORD KEEPING

MOT will maintain the following records for 7 years:

- Records of the investigation/Grievance Process;
- Records of any appeal and the materials associated with the appeal;
- Materials used to train Title IX Coordinators, Investigators, Decision-makers, and anyone who facilitates an informal resolution; and
- Records of Supportive Measures that MOT took in response to a Report or Formal Complaint of Sexual Harassment.

XII. PROHIBITION OF RETALIATION

MOT prohibits retaliation against any individual, including complainants, respondents, and witnesses, for reporting Sexual Harassment or participating (or refusing to participate) in the Grievance Process.

If any individual feels that he or she has been threatened, coerced, or discriminated against in an effort to chill the exercise of Title IX rights, then he or she should make a report of retaliation. All complaints of retaliation should be reported to the Title IX Coordinator or the Head of School, and MOT will ensure a prompt and equitable resolution of the complaint.

It is not retaliation for MOT to punish an individual for making a bad faith, materially false, statement during the Grievance Process. Additionally, engaging in protected speech under the First Amendment does not constitute retaliation.

MOT will keep the identities of parties and witnesses confidential unless disclosure of an individual's identity is required under other laws or is necessary in order to conduct the Grievance Process.

Any individual shall have the right to file a formal complaint with the U.S. Department of Education, Office of Civil Rights at any time.

XIII. REPORTING AND SUPPORT OPTIONS FOR THE COMMUNITY

As it relates to the prohibited conduct under this Policy, a complainant, respondent, or witness has many options within and outside MOT for reporting Sexual Harassment and for receiving counseling and support services. Information regarding contact information for local law enforcement as well as contact information for confidential resources that are available to provide support to parties and witnesses are described in further detail in Appendix A.

MOT encourages all individuals to report any alleged or suspected violation of this Policy to the Title IX Coordinator and to report potential criminal conduct to law enforcement. Anyone who seeks to make a Report (or a Formal Complaint, if the complainant or a complainant's parents/guardians) may:

- Request supportive measures from the Title IX Coordinator; and/or
- Contact local law enforcement to file a criminal complaint. At the complainant's request, MOT will assist the complainant in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue a criminal process.

Any individual other than an employee of MOT can make a report without disclosing one's own name, identifying the Respondent, or requesting any action. Anonymous reports are referred to the Title IX Coordinator for review for appropriate action. If a reporting individual makes an anonymous report, the Title IX Coordinator will consider how to proceed, taking into account the individual's articulated concerns, the best interests of the MOT community, fair treatment of all individuals involved, and MOT' obligations under Title IX. Depending on the level of information available about the incident or the individuals involved, MOT may not be able to fully respond or take further action in response to an anonymous report. **A complainant cannot file a Formal Complaint anonymously.**

APPENDIX A

TITLE IX SEXUAL MISCONDUCT REPORT

Name of Complainant: _____ Date of Incident: _____ Time of Incident: _____

Name of Respondent: _____

Attach Complaint: _____

Brief Description of Incident: _____

Police Contacted? Yes No Who made the police report? _____

Name of Police Agency: _____ Date Contacted: _____ Time of Report: _____

DFS Contacted? Yes No Who made the DFS report? _____

Name of DFS Caseworker: _____ Date Contacted: _____ Time of Report: _____

Was an ambulance called for medical evaluation? Yes No Who called the ambulance? _____

Name of Ambulance company: _____ Date Contacted: _____ Time of Report: _____

Victim's Parent(s)/Guardian(s) notified? Yes No Who called the victim's parents?: _____

Name of Parent Contacted: _____ Date Contacted: _____ Time: _____

Perpetrator's Parents notified? Yes No Who called the Perpetrator's parents?: _____

Name of Parent Contacted: _____ Date Contacted: _____ Time: _____

Department of Education Notified? Yes No Who notified DOE?

Name of DOE staff notified: _____ Date Notified: _____ Time: _____

Will Charges be filed? Yes No

Attach Complainant's Current School Schedule: _____

Complainant's After-School Activities:

Attach Respondent's Current School Schedule: _____

Respondent's After-School Activities: _____

School Action Taken: _____

INCIDENT UPDATE

Person Completing Update: _____ Date: _____

Incident Update (further resources and counseling): _____

Status Report from Complainant:

INCIDENT UPDATE

Person Completing Update: _____ Date: _____

Incident Update (further resources and counseling): _____

Status Report from Complainant:

APPENDIX B

FORMAL COMPLAINT FORM FOR TITLE IX SEXUAL MISCONDUCT

Complainant Name: _____ Date Reported: _____ Time Reported: _____

What happened? _____

When did it happen? _____

Where did it happen? _____

Who was involved? _____

Name (s) and Grade(s) of Alleged Victim(s): _____

Name(s) of the Alleged Perpetrator(s): _____

Witnesses: _____

Is there anyone else who could provide more information regarding this complaint? Please provide first and last names: _____

Complainant Signature: _____ Date: _____

Name of Person Receiving Complaint: _____

Receiving Signature: _____ *Date:* _____

APPENDIX C

RESOURCES

- i. Resources for Sexual Assault
 - i. Break the Cycle: 1-202-824-0707 or 1-310-286-3383
<http://www.breakthecycle.org>
 - ii. Lifeline Rape Crisis
 1. New Castle County: 302-761-9100
 2. Kent and Sussex Counties: 1-800-262-9800
 - iii. Prevention and Behavior Health Services 24-Hour Child Priority Response: 1-800-969-4357
 - iv. Domestic Violence Hotline
 1. New Castle County: 302-762-6110
 2. Kent and Sussex Counties: 302-422-8058
 3. Bilingual (Sussex): 302-745-9874
 - v. National Dating Abuse Hotline 1-866-331-9474; TTY 1-866-331-8453
www.loveisrespect.org
 - vi. National Sexual Violence Research Center <http://www.nsvrc.org>
 - vii. Useful websites for teaching
 1. http://www.doe.k12.de.us/infosuites/staff/ci/content_areas/health.Shtml
 2. www.safeandrespectful.org
 3. http://www.safeandrespectful.org/teachers/showcase_home.html
- a. Resources for Families and Victims of Child Abuse and Neglect
 - i. Beau Biden Foundation www.beaubdienfoundation.org
 - ii. Children and Families First Strengthening Families Program 1-800-734-2388
 - iii. Delaware Department of Justice – Family Division: 302-577-8400
 - iv. Department of Services for Children, Youth and Their Families: 302-633-2500
 - v. Division of Family Services Child Abuse & Neglect Report Line: 1-800-292-9582
 - vi. Division of Prevention and Behavioral Health Services 24-Hour Child Priority Response (CPR): 1-800-969-4357
 - vii. Office of the Child Advocate: 302-255-1730
- b. Resources for Teen Pregnancy
 - i. Children and Families First - The Adolescent Resource Center (ARC): 1-800-924-6977
 - ii. Delaware Adolescent Program, Inc.: <http://www.dapi.org/>
 - iii. Henrietta Johnson Medical Center: 302-655-6187
 - iv. La Red Health Center, Inc.: 302-855-1233
 - v. Planned Parenthood of Delaware: 302-655-7296

- vi. Safe Arms for Babies - Toll-free 24-hour hotline: 1-800-262-9800
- vii. <http://www.dhss.delaware.gov/dhss/dph/chca/dphahsab01.html>

c. Information/Referrals & Training:

- i. Child Welfare Information Gateway: <http://www.childwelfare.gov/>
- ii. Child Protection Accountability Commission: 302-255-1730.
 - 1.Guidelines for Responding to Teen Dating and Sexual Violence
 - 2.Training on the identification and reporting of child abuse
- iii. National Center for Missing and Exploited Children: www.missingkids.com
- iv. Darkness to Light - Child Sexual Abuse Prevention - www.d2l.org
- v. Mandatory Reporting and Resources - www.Iseethesigns.org
- vi. Prevent Child Abuse Delaware - www.pcadelaware.org
- vii. Delaware Department of Justice – Family Division: 302-577-8400