Mandated Reporter Decision Tree

Use the below to determine if you should make a call to the SCR. Remember that as a mandated reporter you should answer the questions in the decision tree based on objective facts and information. Please assess whether your own biases may be impacting your answers by reviewing the reflection question on the other side of this page.

1. Did you encounter this situation in your professional role?
   - YES: You do not need to make a call as a mandated reporter, but you may choose to call the SCR based on the circumstances.
   - NO: You may choose to call law enforcement, or the Justice Center based on the circumstances.

2. Does this matter involve a child that is under 18?
   - YES: You do not need to make a call as a mandated reporter, but if you have concerns about the family, you may choose to refer the family for services or supports.
   - NO: You are required to call the SCR as a mandated reporter.

3. Do you have reasonable cause to suspect that the child is impaired or is in imminent danger of impairment?
   - YES: You should not make a call to the SCR.
   - NO: You are required to call the SCR as a mandated reporter.

4. Do you have reasonable cause to suspect that the impairment or imminent danger of impairment to the child is the result of a person’s failure to exercise a minimum degree of care?
   - YES: You do not need to make a call as a mandated reporter, but you may choose to call law enforcement, or the Justice Center based on the circumstances.
   - NO: You are required to call the SCR as a mandated reporter.

5. Is the person who failed to exercise a minimum degree of care the parent or if not the child’s parent, over age 18 and:
   - The child’s legal custodian or guardian;
   - A child care provider that was providing care to the child at the relevant time; or
   - Someone who was responsible for the care of the child at the relevant time?

   - YES: You do not need to make a call as a mandated reporter, but you may choose to call law enforcement, or the Justice Center based on the circumstances.
   - NO: You are required to call the SCR as a mandated reporter.
Assessing for Bias in Decision-Making

Each assessment made by a mandated reporter regarding whether to call the SCR can change the course of the life of a child and the members of a family. It is important to be aware of the propensity for implicit or explicit bias and to be intentional about making decisions based on the objective facts of a situation.

One proven strategy to mitigate bias is to examine whether the facts of the situation would lead you to the same decision to call the SCR if the demographic information for the child or family were different.

For example, would you make the same decision to call if any of the following were different? The child or family’s:

- Race?
- Ethnicity?
- Gender?
- Gender identity?
- Sexual orientation or expression?
- Religion?
- Immigration status?
- Primary spoken language?
- Culture?
- Age?
- Neighborhood where they reside?
- Presence of a disability?
- Occupation?
- Socio-economic status?

If you answered yes to any of those questions, bias may be impacting your decision to make the call.

If you are interested in learning more about what feeds into implicit bias, Harvard University has developed the Implicit Association Test (IAT). You can access a variety of IAT tests here:

[https://implicit.harvard.edu/implicit/takeatest.html](https://implicit.harvard.edu/implicit/takeatest.html)