GUIDELINES:

What You Need to Know About Child Abuse and Neglect

24-Hour Child Abuse Hotline: 614-229-7000  🌸  Non-Emergency Number: 614-229-7100
www.childrenservices.franklincountyohio.gov

This document was created by Franklin County Children Services as an informational resource as well as a reference guide for abuse and neglect reporting. The content of this manual has been collected by Franklin County Children Services for the protection of children and the benefit of those who care for them. Franklin County Children Services advises those who suspect abuse or neglect to contact appropriate authorities or seek professional assistance whenever possible.
MISSION
Safety, Permanency and Well-Being for Every Child

Through collaboration with families and their communities, we advocate for the safety, permanency and well-being of each child we serve in a manner that honors family and culture.

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We Are Child Welfare Professionals
• We constantly pursue excellence.
• We recognize the importance of providing effective and timely services.
• We value, support and respect each other.
• We are proud that we improve the quality of life for families in our community.
• We are fiscally responsible.
• We aspire to be culturally competent.

We Honor Families
• We respect families' strengths.
• We understand families are the experts of their own experience.
• We recognize that children are best served within their family and community.
• We separate what parents do from who they are.

We Value Every Child
• We respect the individuality of each child we serve.
• We advocate for each child's safety, permanency and well-being.
• We honor each child's family and culture.

We Value Partnerships
• Families have the right to be a part of the decision-making team.
• Casework is the most important function of the agency team.
• Families, communities and government share the responsibility to keep children safe.
Always For Children...

The Franklin County community has long been concerned about the safety of children and supportive of efforts to strengthen families. This history of caring for children began more than a century ago and continues today.

In 1866, a state law was passed authorizing Ohio counties to provide services to children. Eleven years later, Franklin County voters supported building a children's home, which provided care for orphaned and abandoned children. In addition, families were found to adopt or accept indenture of children.

In 1945, physicians and other professionals began to take note of child abuse as real problems often disguised as accidents. The state expanded the role of child welfare boards to include protective services, foster care placement and in-home counseling.

As awareness of abuse and neglect grew, mandatory reporting laws were enacted in the 1960s, requiring professionals who work with children to report suspicions of child abuse and neglect. Also in the 1960s, the local board's name became Franklin County Children Services, and the first county property tax levy to provide services for the care and placement of children was passed. Through the 1970s, demand for services grew as family dynamics changed, and unruly teens emerged as a population to be served by Franklin County Children Services. By the 1980s, new laws had changed child welfare again, increasing its relationship with the juvenile court and adding reunification of families as a requirement in service delivery.

The well-being of children continued to remain in the forefront of legislation. The Adoption and Safe Families Act (ASFA) of 1997 is federal legislation that made child safety the primary goal for Children Services. Concurrent planning toward both reunification with family or a permanent alternative became the focus from the time a child came into out-of-home care. The Multi-Ethnic Placement Act (MEPA) revised the practice related to children waiting for an adoptive home, with race of the child or adopting parents not to delay the adoption of a waiting child.

The early 2000s were a time of increased attention paid to older youth, who were aging out of foster care. Also, modifications were made in laws regarding foster care, adoption and child safety issues. The federal government began monitoring states with regard to standards established within the Federal Child Family and Safety Review system.

The Mission Today...

Today, the laws and sound child welfare practice prescribe that intervention with a family is to occur only to ensure safety of children or to help the family. The goal of Franklin County Children Services is to maintain children safely in their own homes whenever possible, by providing appropriate services to prevent case opening or placement of children. The agency has begun to use a comprehensive assessment and planning model that involves structured decision-making from the time a child or family is referred and throughout the life of the case. This model provides tools for assessing a child's safety as well as the family's capacity to protect the child. When children must be removed from home, family and reunification assessments help the agency and the family design case plans that will bring their family back together whenever possible. This helps Children Services' workers better protect and care for the children who are unsafe, using resources to protect and care for the most vulnerable children while respecting the rights of parents to raise their children in appropriate and effective ways.

Through the years, Franklin County Children Services has remained committed to protecting children by strengthening families. Also through the years, the Franklin County community has been committed to providing the support needed to do that job. Thanks to Franklin County voters, about two-thirds of the agency's funding comes from two property tax levies.
Abused child defined. (2151.031)
An “abused child” includes any child who:

(1) Is the victim of “sexual activity” as defined under Chapter 2907 of the Revised Code, where such activity would constitute an offense under that chapter, except that the court need not find that any person has been convicted of the offense in order to find that the child is an abused child;

(2) Is endangered as defined in section 2919.22 of the Revised Code, except that the court need not find that any person has been convicted under that section in order to find that the child is an abused child;

(3) Exhibits evidence of any physical or mental injury or death, inflicted other than by accidental means, or an injury or death which is at variance with the history given of it. Except as provided in division (4) of this section, a child exhibiting evidence of corporal punishment or other physical disciplinary measure by a parent, guardian, custodian, person having custody or control, or person in loco parentis of a child is not an abused child under this division if the measure is not prohibited under section 2919.22 of the Revised Code.

(4) Because of the acts of his parents, guardian, or custodian, suffers physical or mental injury that harms or threatens to harm the child's health or welfare.

(5) Is subjected to out-of-home care child abuse.

Neglected child defined. (2151.03)
A “neglected child” includes any child:

(1) Who is abandoned by the child's parents, guardian, or custodian;

(2) Who lacks adequate parental care because of the faults or habits of the child's parents, guardian, or custodian;

(3) Whose parents, guardian, or custodian neglects the child or refuses to provide proper or necessary subsistence, education, medical or surgical care or treatment, or other care necessary for the child's health, morals, or well being;

(4) Whose parents, guardian, or custodian neglects the child or refuses to provide the special care made necessary by the child's mental condition;

(5) Whose parents, legal guardian, or custodian have placed or attempted to place the child in violation of sections 5103.16 and 5103.17 of the Revised Code;

(6) Who, because of the omission of the child's parents, guardian, or custodian, suffers physical or mental injury that harms or threatens to harm the child's health or welfare;

(7) Who is subjected to out-of-home care child neglect.

Nothing in this chapter shall be construed as subjecting a parent, guardian, or custodian of a child to criminal liability when, solely in the practice of religious beliefs, the parent, guardian, or custodian fails to provide adequate medical or surgical care or treatment for the child. This division does not abrogate or limit any person’s responsibility under section 2151.421 of the Revised Code to report child abuse that is known or reasonably suspected or believed to have occurred, child neglect that is known or reasonably suspected or believed to have occurred, and children who are known to face or are reasonably suspected or believed to be facing a threat of suffering abuse or neglect and does not preclude any exercise of the authority of the state, any political subdivision, or any court to ensure that medical or surgical care or treatment is provided to a child when the child's health requires the provision of medical or surgical care or treatment.

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**Dependent child defined. (2151.04)**

As used in this chapter, “dependent child” means any child:

1. Who is homeless or destitute or without adequate parental care, through no fault of the child's parents, guardian, or custodian;

2. Who lacks adequate parental care by reason of the mental or physical condition of the child's parents, guardian, or custodian;

3. Whose condition or environment is such as to warrant the state, in the interests of the child, in assuming the child's guardianship;

4. To whom both of the following apply:
   
   (A) The child is residing in a household in which a parent, guardian, custodian, or other member of the household committed an act that was the basis for an adjudication that a sibling of the child or any other child who resides in the household is an abused, neglected, or dependent child.

   (B) Because of the circumstances surrounding the abuse, neglect, or dependency of the sibling or other child and the other conditions in the household of the child, the child is in danger of being abused or neglected by that parent, guardian, custodian, or member of the household.

**Sex offenses general definitions. (Excerpted from 2907.01)**

As used in sections 2907.01 to 2907.38 of the Revised Code:

1. “Sexual conduct” means vaginal intercourse between a male and female; anal intercourse, fellatio, and cunnilingus between persons regardless of sex; and, without privilege to do so, the insertion, however slight, of any part of the body or any instrument, apparatus, or other object into the vaginal or anal opening of another. Penetration, however slight, is sufficient to complete vaginal or anal intercourse.

2. “Sexual contact” means any touching of an erogenous zone of another, including without limitation the thigh, genitals, buttock, pubic region, or, if the person is a female, a breast, for the purpose of sexually arousing or gratifying either person.

3. “Sexual activity” means sexual conduct or sexual contact, or both.
The first step in helping abused or neglected children is learning to recognize the signs of child abuse and neglect. The presence of a single sign does not indicate child abuse is occurring in a family, but a closer look at the situation may be warranted when these signs appear repeatedly or in combination.

To file a report, contact Franklin County Children Services at our 24-hour hotline: 614.229.7000 or the local police department. An additional resource for information and referral is the Childhelp® National Child Abuse Hotline: 800.4.A.CHILD (800-422-4453).

**Recognizing Child Abuse**

The following signs may signal the presence of child abuse or neglect.

**The Child:**
- Shows sudden changes in behavior or school performance
- Has not received help for physical or medical problems brought to the parents' attention
- Has learning problems (or difficulty concentrating) that cannot be attributed to specific physical or psychological causes
- Is always watchful, as though preparing for something bad to happen
- Lacks adult supervision
- Is overly compliant, passive or withdrawn
- Comes to school or other activities early, stays late and does not want to go home

**The Parent:**
- Shows little concern for the child
- Denies the existence of or blames the child for the child's problems in school or at home
- Asks teachers or other caregivers to use harsh physical discipline if the child misbehaves
- Sees the child as entirely bad, worthless or burdensome
- Demands a level of physical or academic performance the child cannot achieve
- Looks primarily to the child for care, attention and satisfaction of emotional needs

**The Parent and Child:**
- Rarely touch or look at each other
- Consider their relationship entirely negative
- State that they do not like each other

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Types of Child Maltreatment

- physical abuse
- neglect
- sexual abuse
- emotional abuse

It is important to note, however, that these types of abuse are more typically found in combination than alone. A physically abused child, for example, is often emotionally abused as well, and a sexually abused child also may be neglected.

The following are some signs often associated with particular types of child abuse and neglect:

**Signs of Physical Abuse**

Consider the possibility of physical abuse when the child:
- Has unexplained burns, bites, bruises, broken bones or black eyes
- Has fading bruises or other marks noticeable after an absence from school
- Seems frightened of the parents and protests or cries when it is time to go home
- Shrinks at the approach of adults
- Reports injury by a parent or another adult caregiver

Consider the possibility of physical abuse when the parent or other adult caregiver:
- Offers conflicting, unconvincing or no explanation for the child's injury
- Describes the child as "evil," or in some other very negative way
- Uses harsh physical discipline with the child
- Has a history of abuse as a child

**Signs of Neglect**

Consider the possibility of neglect when the child:
- Is frequently absent from school
- Begs or steals food or money
- Lacks needed medical or dental care, immunizations or glasses
- Is consistently dirty and has severe body odor
- Lacks sufficient clothing for the weather
- Abuses alcohol or other drugs
- States that there is no one at home to provide care

Consider the possibility of neglect when the parent or other adult caregiver:
- Appears to be indifferent to the child
- Seems apathetic or depressed
- Behaves irrationally or in a bizarre manner
- Abuses alcohol or other drugs

(continued)
RECOGNIZING ABUSE AND NEGLECT

Signs and Symptoms

Signs of Sexual Abuse
Consider the possibility of sexual abuse when the child:

- Has difficulty walking or sitting
- Suddenly refuses to change for gym or to participate in physical activities
- Reports nightmares or bed-wetting
- Experiences a sudden change in appetite
- Demonstrates bizarre, sophisticated or unusual sexual knowledge or behavior
- Becomes pregnant or contracts a venereal disease, particularly if under age 14
- Runs away
- Reports sexual abuse by a parent or another adult caregiver

Consider the possibility of sexual abuse when the parent or other 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

Signs of Emotional Maltreatment
Consider the possibility of emotional maltreatment when the child:

- Shows extremes in behavior, such as overly compliant or demanding behavior, extreme passivity or aggression
- Is either exhibiting inappropriate adult behavior (parenting other children, for example) or inappropriate infantile behavior (frequently rocking or head-banging, for example)
- Is delayed in physical or emotional development
- Has attempted suicide
- Reports a lack of attachment to the parent

Consider the possibility of emotional maltreatment when the parent or other adult 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
- Overtly rejects the child

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To report child abuse or neglect, call the Franklin County Children Services 24-Hour Child Abuse Hotline: 614-229-7000.

For more information, visit the Web site: www.childrenservices.franklincountyohio.gov
How does Children Services Respond to Reports of Child Abuse and Neglect?

Ohio counties now have the opportunity to intervene in the lives of children and families within a differential response system which has two pathways – traditional response and alternative response. This approach allows child protection agencies more flexibility in responding to accepted reports of child abuse and neglect. The accepted reports of child abuse and neglect are initially assessed and assigned to one of these pathways. The traditional response is necessary for the most severe reports of maltreatment and requires investigative activities to determine if child abuse and neglect have occurred. Less severe incidents of child maltreatment may be assigned to the alternative approach track.

An assessment of safety and risk is completed and services are provided without a focus on fact-finding to determine a formal disposition of child abuse and neglect.

Both responses are appropriate and necessary child protection approaches that are dependent on the type and severity of reported maltreatment. Franklin County Children Services is committed to serving families in accordance to their unique circumstances and needs. Ohio’s differential response system gives child welfare agencies that opportunity and provides ways to conduct assessments and deliver services that align with Franklin County Children Services’ pledge to protect children by strengthening families.

“Franklin County Children Services is committed to serving families in accordance to their unique circumstances and needs. Ohio’s differential response system gives child welfare agencies that opportunity…”
Some professionals are mandated by law to report abuse and neglect.

Mandated reporters include, but are not limited to, teachers, daycare staff, social workers, school personnel, physicians, dentists, nurses, psychologists, speech pathologists, children services staff, coroners, attorneys and persons rendering spiritual treatment in accordance with tenets of well-organized religions acting in official or professional capacity.

The Ohio Revised Code (ORC) provides immunity from civil or criminal liability for those who make reports in good faith of possible abuse or neglect. The identity of the referral source is confidential and Franklin County Children Services does not release the identification of the referral source to the family. It may only be released to the Ohio Department of Job and Family Services, the prosecutor's office, law enforcement, or a children services agency as needed or the court, for the purpose of issuance of a subpoena to the referent. As such, a subpoena for judicial testimony could be issued to a mandated reporter for testimony if deemed necessary.

A professional or mandated reporter who suspects abuse or neglect and fails to report may be charged criminally.

The Ohio abuse reporting law (ORC: 2151.421), states that mandated reporters must immediately make the abuse or neglect report. For more information, follow the link http://codes.ohio.gov/orc/2151.421

Beginning the Investigation
The process of making a referral is the beginning of an assessment. Those making a report should be prepared with any information or records pertaining to the family. The process of making a referral is an in-depth process, and sufficient time is needed when making the referral.

Children Services staff will inform mandated reporters who request follow-up information what they are entitled to receive, including:

- Whether the agency has initiated an investigation of the report;
- Whether the agency is continuing to investigate the report;
- Whether the agency is otherwise involved with the child who is the subject of the report;
- The general status of the health and safety of the child who is the subject of the report;
- Whether the report has resulted in the filing of a complaint in juvenile court or of criminal charges in another court.

FCCS Offers Mandated Reporter Training
Franklin County Children Services offers training for professionals who are mandated to report abuse or neglect at its 855 W. Mound St. office each quarter. This four-hour training covers how to make a referral, what will happen after the referral is made, and what services are available to children and families. Training certificates with social work licensure hours will be available for those who attend the entire session.

For more information about mandated reporter training, go to www.childrenservices.franklincountyohio.gov.
Assessing

Children Services may be contacted by phone 24 hours a day, seven days a week at the Child Abuse Hotline: **614-229-7000**. Individuals making reports of suspected abuse, neglect or dependency of a child should provide as much information as possible, including:

- Name and/or address and/or the location of the child victim
- Age of the child
- The child and any family member’s race and ethnicity, including whether or not the child or family member is Native American
- Names and addresses of the child's parents or caregivers
- Description of the alleged abuse or neglect
- Name and address of the alleged perpetrator(s), if known
- FCCS may request that the reporter write a written report including information deemed helpful in establishing known or suspected maltreatment.

Anyone who suspects or has reason to believe that a child is being abused or neglected should make a referral to Franklin County Children Services or law enforcement.

Children Services will investigate reports made where there is reason to believe a child is abused, neglected or dependent as defined in the Ohio Revised Code (ORC).

It is important to note that Children Services’ general focus is on specific harm to a child by a caregiver's action or inaction. A parent's mental status or habits are issues only to the extent that harm (or risk of harm) to the children results from the actions or inactions of the parents.

There are multiple factors to be considered when deciding whether or not Franklin County Children Services will intervene with a family, including:

- Age of the alleged child victim and his/her level of functioning
- The parents' ability to protect
- Family supports and resources
- Pattern of behavior
- The ability of other adults to protect
- Prior child protective services history

After the referral information is gathered, the referral is reviewed by a screening decision-maker to evaluate whether it meets ORC criteria. In those cases that meet the criteria for assessment, Franklin County Children Services will initiate contact with the family. Franklin County Children Services’ mission is to protect children and strengthen families. The goal is to maintain children in their own homes whenever safely possible.

In those cases that meet the criteria, **Children Services makes every effort to preserve family integrity without putting the child in danger.**

If circumstances in the home endanger the child's safety and cannot be remedied, sometimes placement out of the home is necessary. Both relatives and non-relatives are explored as a first option. Children Services makes every effort to involve and place children with appropriate, willing relatives. Placement services such as foster care may be used temporarily, while efforts are made to work out problems in the home.

Children Services will tailor proposed service outcomes for a particular child and other family members toward that family's needs. **This is known as a service plan. The goal is to provide protection.**

If the problems which initially caused removal of the children from their home cannot be resolved, then the agency is required to seek alternative and permanent solutions for the children.
MANDATED REFERRAL FAQs
Frequently Asked Questions About Reporting

Q: What happens if I make a report to Children Services and Children Services does not find abuse or neglect? Could I be found liable?

A: If a person makes a report in good faith then that person is immune from civil or criminal liability.

Q: What can happen if I fail to make a report?

A: If a mandated reporter fails to report to Children Services or a law enforcement agency, that person could be charged with a misdemeanor of the fourth degree. If the child is under the direct care or supervision of the mandated reporter, the reporter fails to make a report, and the child suffers an injury, then the offense could be a misdemeanor of the first degree.

Q: What can happen to someone who makes a false report to Children Services?

A: A person who knowingly makes a false report to Children Services could be charged with a misdemeanor of the first degree.

Q: Are we still mandated reporters when we learn of a situation off the job?

A: We would encourage all who suspect child abuse or neglect to report it. But, the law only requires a mandated reporter or official to do so in his or her professional capacity.

Q: Will my concerns be investigated because I am a mandated reporter?

A: The screening decision-maker reviews the information in the referral that the screener has obtained and documented in the referral. The decision to screen in or out is not based on who the caller is, but is instead based on the concerns stated by the caller. If the concerns meet the guidelines for investigation the referral will be screened in.

Q: If a referral is made about a child currently at school, will you come to the school to start the investigation?

A: Not necessarily. Franklin County Children Services cannot interview children without the consent of their parents unless:
- There is credible information indicating the child is in immediate danger of serious harm
- The child will be in immediate danger of serious harm upon returning home from school
- There is credible information indicating the child may be intimidated by discussing the allegations at home
- The child requests to be interviewed at school due to one of the circumstances listed above
Q: What should I expect when I call the hotline?

A: You will be linked to a person who is trained in receiving calls of suspected child abuse and neglect.

- When contacting the hotline, wait times may vary due to influx in call volume during various times of the day.

The screener will begin by explaining the order in which they will gather assessment information.

- There could be some pauses during this interview, as screeners are directly entering information into a statewide system.
- The screener is required to ask for additional and clarifying information regarding your concerns.
- Allowing the screener to guide the interview enables the caller to express concerns as well as the screener to obtain needed information in a structured manner.
- If you do not know the answers to specific questions, feel free to indicate you do not know the answers. The screeners are still required to ask these questions.

The order of the call generally includes:

- Referral source (caller’s) information – Name, address, relationship to the family, etc.
- Referral source's knowledge of the situation – How did you learn about this information?
- Family demographics/identifying information – Names, addresses, birthdates, etc.
- Referral source’s (caller’s) concerns regarding children’s safety
- Family’s strengths – To assess the family’s ability to create safety
- Caseworker safety questions – This notifies the caseworker of any possible dangers in the home.

After the screener completes the referral:

- The screening decision-maker (supervisor) determines if the information meets the state criteria for agency involvement.
- The screening decision-maker has 24 hours to make this decision.

Mandated reporters are entitled to a certain amount of information after a referral has been made. You will be sent your mandated reporter letter after the screening decision has been made.
When does Franklin County Children Services get involved in situations which may not clearly be abuse or neglect?

Numerous situations occur which do not clearly fall into absolute categories of abuse and neglect. Franklin County Children Services screening decision-makers follow guidelines developed in conjunction with the screening guidelines issued by the Ohio Department of Job and Family Services. The guidelines provide a framework in which the screening decision-maker makes an informed decision regarding referrals of abuse and neglect. Every attempt is made to gather complete and accurate information so that an informed decision can be made regarding the caller's concerns.

### Physical Abuse Allegations

The screening decision-maker will consider:

- Where are the child's injuries located - sensitive part of the body versus non-sensitive part of the body?
- What is the severity of the child’s injury?
- Was the act that caused the injury a dangerous act?
- If caused by punishment, was the punishment cruel or excessive?
- Is the child exposed to a person who created the potential for serious harm (domestic violence, access to drugs, driving while impaired, etc.)?
- What is the age and development of the child?

### Emotional Abuse Allegations

- Does the child’s demeanor or functioning indicate that his or her mental health has suffered as a result of the caregiver’s words/ actions?

### Sexual Abuse Allegations

- Has the child engaged in sexual activity with a relative, an adult or a person in a position of authority?
- Is the child exhibiting multiple sexual behaviors or a combination of abnormal sexual behaviors and/or inappropriate sexual knowledge?

### Neglect Allegations

There are many concerns that fall into this category. Like physical abuse concerns, the screening decision-maker is going to consider many factors when making a decision on whether there will be an investigation. Some common concerns include:

- Supervision – What is the age and development of the children, length of time the children are alone, and do the children know how to access help if needed?
- Lack of Food – Are the children having meals elsewhere or are others providing food in the home?
- Lack of Utilities – How are the lack of utilities affecting the needs of the children (sometimes families will get support and help from others to get through the times when the utilities are off)? Are they going to a grandparent's home and taking a shower?
- Dirty or Unsafe Home – Does the home present a health or safety hazard? Are there bugs or rodents that pose a health issue? Does the child have access to weapons? Is the child being improperly restrained and is this affecting the prevention of the child from exiting from a specified area which could result in harm? Is the child being locked in a confined space?
- Poor Hygiene Concerns – Is the child's health being affected due to lack of hygiene? Is the child being excluded due to poor hygiene? The screening decision-maker will factor in the age and development of the child when making a decision.
- Head Lice or Bed Bugs – Does the child have untreated head lice or bed bug bites, which result in sores and/or infection? Having head lice or bed bugs is not alone a cause for an investigation.
- Drug and Alcohol Abuse – Does the adult's behavior result in a lack of supervision and/or a lack of meeting the child’s basic needs?
- Educational Neglect – Has the school made reasonable efforts to engage the family in resolving the issue of enrollment or attendance with no resolution?

### Medical Neglect

- Medical neglect is when the family does not obtain medical treatment that has an impact on a child's functioning. It is also when an unreasonable delay has occurred in seeking medical care for a medical condition that could cause a permanent disability if not treated, or failure to seek medical care for a life-threatening condition.
Report of suspected child abuse or neglect is made to FCCS

Screening decision-maker reviews report

Referral does not warrant FCCS intervention. Mandated reporter is sent letter.

Does report meet criteria for assessment?

Yes

Report meets criteria and is routed to 1 of 2 paths: Traditional or Alternative Response

Investigation/Assessment begins with up to 45 to 60 days to complete

Are there any needs or concerns that need to be addressed?

Yes

Concerns are identified and services are needed.

Family may receive FCCS services and/or is referred to community services. Case is closed

Is ongoing FCCS intervention warranted?

Yes

PROTECTIVE NEED identified. Case is opened for ongoing services.

No

Case is closed

If Removed

If Foster Care placement

If Removed Relative / Kinship placement

Child remains in home
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Intake and Investigations/
24-Hour Child Abuse Hotline: 614-229-7000
Non-Emergency Phone Number: 614-229-7100
Client Rights Officer: 614-275-2621

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This document is available online to download and distribute at:
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For additional copies of these guidelines, please call 614-275-2523.