

# **You Tell The Story**

## **Abuse in a Childcare Setting**



## **April 13th**

Julia, the childcare director, is having trouble maintaining staffing ratios. Too many staff are out sick, and several have recently quit.

She interviews David (21 y.o.), who has no previous childcare experience.

## April 15th

David's criminal background check does not raise any red flags, and Julia hears back from two professional references—who offer mild praise. (She does not ask for a family reference.)

Julia decides to hire David, because no other suitable candidates have applied.

## **April 20th**

A co-worker in childcare notices David sitting with Maria, a 5 year old girl who appears to be crying.

David puts an arm around her shoulder, apparently to comfort her.

**April 23rd**

David is again seen sitting next to Maria, with his arm around her shoulder. Maria does not appear to calm down.

## May 3rd

A co-worker notices David is again talking to Maria, and appears to be giving her special attention.

A moment later, the girl is screaming, and David picks her up and takes her to the bathroom—which has a Dutch door, so staff can observe who is in there.

## May 23rd

Julia, the childcare director, receives a phonecall from a girl's parents. They report that David pinched their child, in order to make her cry—and then moved her to the bathroom where he touched her under her clothing.

## **May 25th**

David is placed on leave. Julia works with her CEO to send out an email to the community asking people to reach out with any concerns.

Five different families reach out saying they suspect their child may have been touched inappropriately. Three have retained counsel.



**But *you* have the power to  
change the story...**