

## Executive Summary

**Course Title:** Grievance Hearings and the Gomez vs. Saenz Settlement

### **Outline of Training:**

This training is 3 hours and is designed to increase the participant's knowledge and skills regarding the Gomez vs. Saenz Settlement of 2007 and how it impacts child welfare practice in California . As a result of this settlement, anyone identified in an investigation that results in being listed in the Child Abuse Central Index (CACI) must be informed of his/her right to a grievance hearing. Information will be presented on general guidelines and tips for testifying in a grievance hearing. This training will include lecture, large group discussions, small group activities and a case scenario. **Please note: The training will not address preparing for or testifying at a hearing.**

### **Target Audience:**

Most appropriate for those workers in the front end from intake through disposition; and child welfare workers and supervisors (especially those who are unfamiliar with the background and requirements of this settlement) who wish to increase their knowledge related to the Gomez vs. Saenz Settlement and gain an understanding of how this case impacts the practice of child welfare.

### **Outcome Objectives for Participants:**

At the end of this training the participant:

Knowledge:

- K.1 Will be able to identify court findings in Gomez Settlement and the ramifications for Child Welfare Practice
- K.2 Will be able to identify legal procedures for a grievance hearing
- K.3 Will be able to identify tips for giving testimony in a grievance hearing
- K.4 Will be able to identify the alleged perpetrator or his/her representative's role in a grievance hearing
- K.5 Will be able to identify potential organizational issues raised by implementation of the Gomez settlement

Skills

- S.1 Will be able to articulate steps and thought processes used in deciding the disposition in an investigation of a referral of child abuse or neglect
- S.2 Will be able to articulate the Civil Rights issues raised by the Gomez Settlement

Values

- V.1 Will value respect for alleged perpetrator/representatives who will be questioning them and their investigation conclusions

### **Ways that Supervisors can support the Transfer of Learning from the classroom to the job...**

#### **BEFORE the training**

The supervisor can review the executive summary and all county information regarding the Gomez vs. Saenz case with the participant. The supervisor can prompt the participant to brainstorm ways that this case might possibly influence the daily practice of child welfare. The supervisor can also inform the participant that after the training, the participant will need to identify a case on his or her workload and explain how the concepts of the Gomez settlement would be applied.

#### **AFTER the training**

The supervisor can meet with the participant and prompt him or her to identify at least three key concepts from the training. The supervisor can direct the participant to review the identified case on his or her workload and explain how the key concepts from the Gomez vs. Saenz settlement would be applied to that case. Furthermore,

the supervisor can encourage the participant to identify at least three tips regarding testifying in a grievance hearing.