SRU policy on Protection of Minors

Purpose and Scope
The purpose of this policy is to promote the safety and security of children who participate in programs held on Slippery Rock University (SRU) property. All SRU administrators, faculty, coaches, staff, students, contractors, and volunteers in SRU university-sponsored programs or in programs for minors held on university property must comply with this policy. This policy complements the PA State System of Higher Education Board of Governors' Policy 2014-01: Protection of Minors.

This policy applies to all programs and activities involving minors that fall within the scope of this policy, including:

- graduate and undergraduate course offerings,
- programs operated by the university or non-university-sponsored programs on campus, including activities that are limited to daily activities or involve the housing of minors, and
- programs under the direction and authority of the university at locations off campus.

Examples of programs governed by this policy include, but are not limited to, summer camps, specialty camps (e.g., academic and patient camps), outreach activities, workshops, conferences, tutoring, educational programs, licensed child care facilities and programs, and affiliated entity activities. All programs subject to state licensure are required to comply with applicable laws and regulations. Program administrators should consult with the appropriate vice president and university legal counsel regarding licensure questions.

Except for the reporting of child abuse or child neglect, this policy does not apply to:
1. events on campus that are open to the general public and which minors attend at the sole discretion of their parents or legal guardians;
2. private events where minors attend under parental or legal guardian supervision; and
3. other programs as may be designated by the university president or designated official in advance and in writing as exempt from this policy or specific provisions of this policy.

Definitions

Affiliated Entity: A private organization (typically classified as a 501(c)(3) nonprofit organization for federal tax purposes) that exists solely for the benefit of the university, including, but not limited to, foundations, alumni associations, and student associations.

Authorized Adults or Program Staff: Individuals, paid or unpaid, who may have direct contact, interact with, treat, supervise, chaperone, or otherwise oversee minors. This includes, but is not limited to, faculty, staff, volunteers, graduate and undergraduate students, interns, employees of temporary employment agencies,
and contractors. Roles of authorized adults or program staff include, but are not limited to, positions as counselors, chaperones, coaches, instructors, health care providers, and outside providers running programs in leased facilities. This definition does not include temporary guest speakers, presenters, or other individuals who have no direct contact with program participants other than short-term activities supervised by program staff; or fellow students whose only role is as a participant in the education, services, or program offered.

**Child Abuse:** Child abuse is defined in 23 Pa. C.S. §6303. That definition includes non-accidental actions or omissions that cause serious physical or mental injuries to a child, or sexual abuse/sexual exploitation of a child including:

1. **Physical Abuse:** An act or the failure to act that causes, or fails to prevent, a serious physical injury to a child.
2. **Sexual Abuse:** Includes, but is not limited to, rape, sexual assault, molestation, incest, indecent exposure, or otherwise exploiting a child in a manner in which the child is used for gratification or sexual enjoyment by another person.
3. **Mental Injury:** Acts or the failure to act that have an actual or likely severe negative impact on a child’s emotional and behavioral development, including those resulting from persistent or severe emotional mistreatment.
4. **Serious Physical Neglect:** A severe or persistent failure by a perpetrator that endangers a child’s life or health, threatens well-being, causes bodily injury or impairs a child’s health, development or functioning.

**Direct Contact:** Providing care, supervision, guidance, or control; or routine interaction with minors.

**Mandated Reporter:** In a situation of suspected child abuse, all SRU administrators, faculty, coaches, staff, student workers, contractors, and volunteers are considered mandated reporters.

**Minor/Child:** A person under 18 years of age. Minors may be enrolled undergraduate/graduate students; students “dually enrolled” with the university and in elementary, middle, or high school; employees; or participants in program activities.

**One-on-One Contact:** Personal, unsupervised interaction between any authorized adult or program staff and a participant without at least one other authorized adult or program staff, parent, or legal guardian being present.

**Program:** Programs or activities offered by various academic or administrative units of the university, or by non-university groups using university facilities where the parents or legal guardians are not responsible for the care, custody, or control of their children. This includes, but is not limited to, workshops, services, camps, conferences, campus visits, and similar activities. These do not include organized events where parents or legal guardians are responsible for minors.
Program Administrator: The person(s) who has primary and direct operational responsibility for managing a program.

Registry: An official record or list of authorized adults or programs.

Sponsoring Unit: The academic or administrative unit of the university that offers a program or gives approval for the use of university facilities.

University Facilities: Facilities owned by or under the control of a PASSHE entity, including spaces used for education, athletics, dining, recreation, university housing, and on-campus affiliate-owned housing.

University-Sponsored Programs: Programs that are directly managed by university faculty, staff, and affiliated entities on behalf of the university. All university-sponsored programs must be registered.

Non-University-Sponsored Programs: Programs that are not operated on behalf of the university or under the university’s control.

Policy
Each SRU office, program, club, organization, or entity offering or approving programs that involve minors within the scope of this document will implement procedures consistent with this policy by December 31, 2014.

Authorized Adults and Program Registration
Each university is responsible for establishing and maintaining a registry of university-authorized adults, program staff, and programs for minors. As such, all programs must be registered within sufficient time to meet the requirements of this policy, and policy requirements should be met to the satisfaction of the University before the program start date. Programs must be registered annually. The Office of Diversity & Equal Opportunity will maintain records and approve requests per item C.2 below.

Program Registration Requirements
The following topics must be addressed in planning and evaluating registered programs:

a. Identification, selection, and screening of authorized adults or program staff, including criminal background checks.

b. Training for authorized adults or program staff.

c. Supervision ratio.

d. Safety and security planning.

e. Participation requirement forms.

f. Transportation.

g. Housing.

h. Response protocols when there is an injury or illness.
i. Response protocols when an authorized adult or program staff is accused of misconduct.

j. Response protocols when a participant is accused of misconduct.

k. Program orientation or information for minors and parents.

l. Insurance requirements.

m. Record retention.

**Authorized Adults or Program Staff Code of Conduct**

Authorized adults or program staff should be positive role models for minors and act in a responsible manner consistent with the mission of SRU. Authorized adults or program staff are required to comply with all applicable laws and PASSHE Board of Governors’ and university policies. Authorized adults or program staff working in programs covered by this policy must adhere to the following expectations.

a) Do not engage in any sexual activity, make sexual comments, tell sexual jokes, or share sexually explicit material with minors or assist in any way to provide access to such material to minors.

b) Do not engage or allow minors to engage you in romantic or sexual conversations or related matters unless it is a direct part of your professional responsibilities. Examples of a direct part of professional responsibilities would include counselor/patient or medical professional/patient appointments.

c) Similarly, do not treat minors as confidantes; refrain from sharing sensitive personal information. Examples of sensitive personal information that should not be shared with minors are information about financial challenges, workplace challenges, drug or alcohol use, and romantic relationships.

d) Do not touch minors in a manner that a reasonable person could interpret as inappropriate. All personal physical contact should generally occur in the open, and in response to the minor’s needs, for a purpose that is consistent with the program’s mission and culture, or for a clear educational, developmental, or health-related purpose (e.g., treatment of an injury). Any refusal or resistance from the minor should be respected.

e) Do not use harassing language that would violate Board of Governors’ Policy 2009-03: Social Equity, or university harassment policies.

f) Do not be alone with a minor. If one-on-one contact is required, meet in open, well-illuminated spaces or rooms with windows observable by other authorized adults or program staff, unless the one-on-one contact is expressly authorized by the program administrator or is being undertaken for medical care.

g) Do not meet with minors outside of established times for program activities, class activities, and office hours. Any exceptions require written parental authorization and must include more than one authorized adult or program staff.
h) Do not invite individual minors to your home or other private locations. Any exceptions require authorization by the program administrator and written authorization by a parent/guardian.

i) Do not provide gifts to minors or their families independent of items provided by the program.

j) Do not engage or communicate with minors except for an educational or programmatic purpose; the content of the communication must be consistent with the mission of the program and the university.

k) Do not engage in any abusive conduct of any kind toward, or in the presence of, a minor, including, but not limited to, verbal abuse, striking, hitting, punching, poking, spanking, or restraining. If restraint is necessary to protect a minor or other minors from harm, all incidents must be documented and disclosed to the program administrator and the minor’s parent/guardian.

l) Do not use, possess, or be under the influence of alcohol or illegal drugs while on duty, or in the presence of minors involved in a program, or when responsible for a minor’s welfare.

m) Do not provide alcohol or illegal substances to a minor.

n) Do not provide medication to a minor unless authorized by the program’s medication management guidelines.

o) When transporting minors, more than one authorized adult or program staff from the program must be present in the vehicle, except when multiple minors will be in the vehicle at all times through the transportation. Avoid using personal vehicles if possible and comply with the program’s transportation guidelines.

**Criminal Background Screening**

At a minimum, SRU will establish and implement criminal background screening policies and procedures consistent with applicable law and Board of Governors’ Policy 2009-01: *Criminal Background Investigations*, for all employees. Before being allowed to use or lease university facilities, program administrators of non-university-sponsored programs or non-university groups providing services to university-sponsored programs are required to certify that they have conducted criminal background checks and determined the fitness of all authorized adults and program staff.

**Participant Requirements**

Minors and parents or legal guardians of minors must submit required forms before minors will be allowed to participate. These forms may include, but are not limited to, a participation agreement, health form, emergency contact form, proof of medical insurance, photo and recording release, and participant code of conduct.
Training
All authorized adults or program staff working with minors are required to be trained on policies and issues related to minor safety and security. The training should be completed annually and may vary based on the role of the authorized adult. Documentation of training completion is required to be maintained by the Office of Diversity & Equal Opportunity program administrator. Program administrators of non-university-sponsored programs or non-university groups providing services to university-sponsored programs are required to certify that they have satisfactorily completed required training before being allowed to use university facilities. Training should address the following topics.

a. Detecting and reporting abuse or neglect.
b. First aid/CPR and medication management.
c. Participant conduct management and disciplinary procedures.
d. Authorized adult or program staff code of conduct.
e. Sexual and other unlawful harassment.
f. Safety and security protocols.
g. Crime reporting procedures.

PROCEDURES

If you witness what appears to be child abuse in progress, call the campus police at x3333 (724-738-3333) immediately.

Child Abuse Reporting Obligations
In a situation of suspected child abuse, all members of the SRU community—including SRU contractors and SRU volunteers—are mandated reporters under this policy. All employees of the University are deemed as mandated reporters pursuant to this policy and shall be trained as mandated reporters under Pennsylvania law.

All mandated reporters shall make an immediate report of suspected child abuse or cause a report to be made if they have reasonable cause to suspect that a child is a victim of child abuse under any of the following circumstances:

a. The mandated reporter comes into contact with the child in the course of employment, occupation, or practice of a profession or through a regularly scheduled program, activity, or service.
b. The mandated reporter is directly responsible for the care, supervision, guidance, or training of the child, or is affiliated with an agency, institution, organization, school, regularly established church or religious organization, or other entity that is directly responsible for the care, supervision, guidance, or training of the child.
c. A person makes a specific disclosure to the mandated reporter that an identifiable child is the victim of child abuse.
d. An individual makes a specific disclosure to the mandated reporter that the individual has committed child abuse.

The minor is not required to come before (or be seen by) the mandated reporter in order for the mandated reporter to make a report of suspected child abuse. The mandated reporter does not need to determine the identity of the person responsible for the child abuse to make a report of suspected child abuse. The "mandate to report" is to report abuse when it is suspected.

Mandated reporters must immediately make an oral report of suspected child abuse to the County Children and Youth Services through the Department of Human Services (formerly the Department of Public Welfare) Childline at 1-800-932-0313, or a written report to DHS using electronic technologies when available. If an oral report is made, a written report shall also be made within 48 hours to DHS or the county agency assigned to the case as prescribed by DHS. The website is http://www.co.butler.pa.us/child-youth-services.

Immediately following the report to DHS, the mandatory reporter must notify the designated person in the Office of Diversity & Equal Opportunity of the report. More than one report of the suspected abuse is not required.

Facilities Use Agreements
When SRU licenses, leases, or allows the use of university facilities for non-university-sponsored programs or events primarily serving minors, it will include in its facilities use agreement language:

- requiring identification of authorized adults or program staff and supervision ratios;
- requiring adherence to the adult code of conduct; and
- mandating training and background screening consistent with this policy.

SANCTIONS
Violations of any of the forgoing shall be reported to the program administrator in the Office of Diversity & Equal Opportunity for appropriate action, as follows:

Faculty, staff, and employees: Authorized adults or program staff who fail to adhere to the University’s Protection of Minors Policy or provide false or misleading information in connection with that Policy may be prohibited from participating in the program or activity. They also may be subject to discipline.

University students: In the event that the Authorized Adult or Program Staff is a university student, the student’s failure to adhere to the University’s Protection of Minors Policy or provision of false or misleading information in connection with that Policy shall be addressed through the University Student Conduct System.
All others: In the case of non-university-sponsored programs contracting for the use of university property, failure to provide proof of adherence to the university’s Protection of Minors Policy or providing false or misleading information, may result in prohibiting participation of those individuals and may also result in termination of the University’s Facilities Use Agreement or Lease Agreement.

RESPONSIBILITY FOR IMPLEMENTATION
Office of Diversity & Equal Opportunity, in collaboration with the Division of Academic and Student Affairs.

SCOPE OF POLICY COVERAGE
All SRU administrators, faculty, coaches, staff, students, contractors, and volunteers in SRU university-sponsored programs or in programs for minors held on university property must comply with this policy.

Authority for creation and revision
Reviewed by: SRU Child Abuse Prevention and Stop It Now Advisory Committee 9.9.14
PASSHE legal counsel 11.19.14

Approved by: Cabinet 12.15.14