2016

Safety and Protection of Minors: Developing Policy and Best Practices to Protect Youth on Campus

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Safety and Protection of Minors: Developing Policy and Best Practices to Protect Youth on Campus

Abstract
This presentation was given at the 2016 Coalition of Urban and Metropolitan Conference in Washington, D.C.

Keywords
minors, community engagement, youth, policy, higher education, nonprofit, campus

Disciplines
Higher Education
Community Engagement

Safety and Protections of Minors:
Developing Policy and Best Practices to Protect Youth on Campus

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WHY a youth policy
WHY a youth policy

[Diagram of a balance scale weighing "Youth on Campus" and "Risk" with "VCU Policy" at the base]
A Youth on Campus Work Group was appointed by the Provost, led by Cathy Howard, Vice Provost of Community Engagement, consisting of representatives from:

- Division of Community Engagement
- Human Resources
- Integrity and Compliance
- School of Education
- School of Social Work
- School of the Arts
- Counseling Center
- Division of Health Sciences and Diversity
- Athletics
- VCU Police
- Office of University Counsel
- School of Dentistry
- Conference Services
- Housing
- Risk Management
- Admissions

VCU Affiliations:

Community Affiliation:

- Stop Child Abuse Now

With consultation from:

- Virginia Department of Social Services
Exceptions:

- Events on campus which are open to the public and which minors attend at the sole discretion of their parents/guardians
- Campus visits
- Minors serving as participants in Institutional Review Board approved research studies, when parents/guardians are present
- Activities or programs in which minors are participating at the sole discretion and supervision of their parents/guardians/chaperones
- Minors as guests of enrolled students
- Short term or one-time shadowing activities not associated with an organized program
WHAT does the policy include?

The policy is organized by following main tenets:

• Common Definitions
• A Tier System
• Minimum Requirements
• Mandatory Reporting
• Registering and Tracking Programs

with an accompanying online training
DEFINITIONS:

• **Sponsored Program** - a program administered by VCU wherein minors are in the care, custody and control of VCU during the program's operation, including relevant mentorship and shadowing activities.

• **Hosted Program** - a program conducted on VCU's campus and administered or financially supported by a non-VCU entity

• **Program Supervisor** - the individual with ultimate primary responsibility for the program

• **Point Person** - a VCU employee who grants permission to a hosted organization to use a VCU facility, who is responsible for ensuring that a hosted program complies with VCU Policy
<table>
<thead>
<tr>
<th>Tier I</th>
<th>Tier II</th>
<th>Tier III</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Supervisor</td>
<td>Program staff</td>
<td>Volunteers</td>
</tr>
<tr>
<td>Point Person</td>
<td>Individual who is mentoring a minor in a way that involves 1:1 interactions</td>
<td>Students</td>
</tr>
<tr>
<td>Responsible for program’s compliance with VCU Policy</td>
<td>May have 1:1 or group interaction with minors without Direct Supervision</td>
<td>Individual who is mentoring a minor only in open and public environments May NOT have 1:1 or group interaction with minors without Direct Supervision</td>
</tr>
</tbody>
</table>

**May have 1:1 or group interaction with minors without Direct Supervision**

- A director of a VCU youth program
- A coach that runs a VCU Volleyball camp
- A faculty member that is responsible for an arts program in his/her department

**May have 1:1 or group interaction with minors without Direct Supervision**

- Staff for an afterschool biology program
- A music instructor that gives one on one lessons on VCU campus
- A long term volunteer who has one to one interactions with the youth in their program

**VCU staff that is using their Community Service Leave to volunteer with a VCU youth program**

- A student earning service hours by volunteering in a drama workshop for elementary schoolers
ONLINE TRAINING

LEARNING OBJECTIVES

This training highlights critical points for VCU Safety and Protection of Minors Program.

You will learn:

- Purpose of the Policy & Important Definitions
- Minimum Requirements for Individuals Engaged in Activities Involving Minors
- Program Requirements
- Mandatory Reporting Procedures
- What is child abuse?

You will be quizzed for understanding of each section.

Quiz Group

Which of the following are minimum requirements for Tier I and II individuals engaged in programs with minors? (Choose all that apply)

- a. Supervision and Selection
- b. Annual Training
- c. Monitoring and Supervision
- d. First Aid Certification
IMPLEMENTATION:
STATS

- **45** Youth Programs Registered
- **558** Completed online training sessions
- **4** in-person trainings
- **20** minutes = Average time to complete a tier II training
- **12** online resources
- **30** minutes = Average time to complete a tier I training
- **14** hosted programs
- **24** sponsored programs
IMPLEMENTATION:
ONGOING CHALLENGES

- Seasonal Registration
- Background Checks
- Importance of supplemental in-person training
- Audits
- Tracking

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