Protection of Minors

Dan Garcia, UAS Health and Safety Manager
UAS is Happening!

Girl Scouts  4H Club
Early Scholars  Gold Belt
Kids to College  Northwest Coast Design
Explore Southeast  Lifetime Fitness Activities
Marine Science Camp  Cyber Patriot Camp
Tlingit Language Camp  Community Day
Alaska Native Science and Engineering Program
Sealaska Middle School Academy
Rentals of Rec Center, Housing, Noyes Pavillion, Courtyard
POM Regulation

University Regulation
Part IX Student Affairs
Chapter 09.12 Protection of Minors

Applicability
Registration
Supervision
Reporting

Lessons learned from past year
Applicability

University of Alaska – on or off campus
  Programs
  Events
  Activities

Third Parties – on campus
Applicability

What it does NOT apply to:

- Minor students enrolled in UA Courses
- Third party use contracts with UAS involving events where there is only incidental contact with minors.
Contractors and Third Parties

Third Parties hold their events at UAS
  Rec Center
  Egan Library
  Housing
  Noyes Pavilion
  Room Scheduling – includes Courtyard

Third parties are held to the same POM standards as UA employees and volunteers.

Use of UA property by third parties requires a Facility Use Agreement
Registration

• Description of the program / event
• Names of all Authorized Adults
• Communication Plan
• Medical Emergency Plan
• Supervision Plan
• Transportation Plan
Registration Benefits

- Visibility and awareness of why minors are on campus
- Statistics on how many and age of minors that participate – future planning
- Opportunity to examine details of the event and recommend or require risk control measures
- Help those holding their events at UAS understand their obligations under POM regulations
Supervision of Minors

There is a range of supervising personnel

- Parental
- UAS employees
- Third parties holding events at UAS
- Volunteers
Supervision of Minors

Authorized Adults
Supervised Adults
Volunteers
Minimum Ratios
Screening process
Training (annual)
Code of Behavior
Supervision Screening

Authorized Adults - paid or volunteer

Application

Code of Behavior (annual)

Background and Sex Offender Check (every 3 years)

Interview

Reference Checks
Supervision Screening

Supervised Adults – paid or volunteer
Application
Code of Behavior (annual)
Sex offender registry check (every 3 years)

Supervision must meet minimum Authorized Adult to minor ratios.
Supervision Training

Authorized and Supervised Adults

MyUA training portal

Protection of Minor – several awareness courses
Mandated Reporter

Annual requirement
Reporting and Response

Awareness or cause to suspect abuse and/or neglect

Who is required to Report - all employees
When to report – within 24 hours
Who to report to –

Supervisors and Administrators
Mandated Reporters: Office Children’s Services

Actions to take – interrupt behavior
Imminent Danger – contact police
Reporting and Response

Title IX applies to POM reporting.

Abuse or neglect that involves discrimination against a child based on gender or sexual identity or sexual harassment or any other behavior of a sexual nature must also report to the Title IX Coordinator within 24 hours.
Contractual Agreements

Contractual Agreements require specific terms when a third party event involves direct contact with minors

UA Facility Use Agreements contain the required terms:

- Indemnification clause protecting UA, BOR and employees
- Insurance policy that names UA as an additional insured
- Certification (by signing the FUA) that they comply with the screening requirements and other POM standards for their employees and volunteers that may have contact with minors
Lessons Learned

Prior to planning:
- Read and Understand the POM Regulation
- Determine if it is necessary for there to be direct and unsupervised contact with a minor.

To avoid some of the POM requirements, design your program, event or activity so that:
- It is a public event where there is a reasonable expectation of parental supervision.
- There is little or no opportunity for privacy with minors.
- Other adults are always present.
- There is no one-on-one contact or physical contact.
- The physical space used has clear lines of sight.

If there is the need for authorized and supervised adults:
- Register early so that screening can take place.
- Identify Volunteers early so they can be approved then screened
- Early screening will leave time in case someone you were relying on is screened out.

Consider risk management tools to address liability: liability waivers, MOA’s, MOU’s, insurance.
POM Committee

Comments, Questions, Concerns?

Risk Management – Dan Garcia (Chair)
Human Resources – Gail Cheney
Provost – Karen Carey
Title IX Coordinator – Chase Parkey
Campus Life – Eric Scott
Registrar – Trisha Lee
Ketchikan – Gail Klein
Sitka – Kim Davis