

## **I. INTRODUCTION**

The University is committed to protecting the safety of individuals in the University community. The University has particular concern for those who are potentially vulnerable, including Minors, and may

- a.** meet the requirements set forth in Section III.B of this Policy related to Criminal Background Checks;
  - b.** meet the requirements set forth in Section III.C of this Policy relating to Training;
  - c.** meet any additional requirements that relate to the specific program or activity; and
  - d.** determine whether they are a Mandated Reporter under Colorado law as addressed in Section III. E of this Policy.
- C.** Members of the University Community must cooperate with investigations of alleged Child Abuse, including those initiated by the University or by third parties such as the Colorado Department of Human Services (CDHS), or other local, state, or federal law enforcement agencies. All members of the University Community must

include, at a minimum, criminal history and sex offender registry searches.

2. If an individual's criminal background check reveals adverse information or unfavorable results, the University will conduct an individualized assessment designed to identify potential risk(s) to Minors. The University shall not automatically disqualify an individual from participating in a



violation of this Policy. The University may terminate agreements, discontinue relationships with, or take other appropriate actions against non-University organizations and entities that are found responsible for a violation of this Policy.

**IV. DEFINITIONS**

- A. \_\_\_\_\_ means a Minor's temporary presence on University Premises as part of a University recruitment event or community outreach activity.
- B. **"Child Abuse"** In accordance with the Colorado Children's Code, C.R.S. § 19-1-101, et seq., Child Abuse means an act or omission that threatens the health or welfare of a child, and "abuse" or "child abuse or neglect" includes cases in which a child shows evidence of physical injuries or malnutrition that is not justifiably explained; cases in which a child is subjected to sexual assault or molestation, sexual exploitation, or prostitution; cases in which a child is a child in need of services because the child's parents, legal guardians, or custodians fail to take the same actions to provide adequate food, clothing, shelter, medical care, or supervision that a prudent parent would take; and other specified acts and omissions.
- C. **Minor**" means, for purposes of this Policy, a person under the age of 18 who is not emancipated.
- D. **Third-Party** \_\_\_\_\_



C. University Policy EOIX 3.10.010 – *Discrimination and Harassment*

<b>Revision Effective Date</b>	<b>Purpose</b>
<i>1/11/2023</i>	<i>Update the Responsible Departments and align Policy with practice</i>
<i>2/9/2023</i>	<i>Minor revisions to clarify application of Procedures for the Protection of Minors and to add Youth on Campus website as a resource</i>
<i>6/6/2023</i>	<i>Minor revision to grammatically align statement with definition</i>