

	<b>UNIVERSITY OF DENVER POLICY MANUAL PROTECTION OF MINORS ON UNIVERSITY PREMISES AND IN UNIVERSITY PROGRAMS</b>
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**Responsible Department:** Enterprise Risk Management

**Recommended By:** Provost, SVC Business and Financial Affairs, Director of Enterprise Risk Management, VC Human Resources

## **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 require special attention and protection. This Policy establishes requirements and processes for those in the University Community who may work or interact with Minors with the goal of promoting the safety and well-being of Minors.

## **II. POLICY OVERVIEW**

- A.** This Policy applies broadly to interactions between members of the University Community and Minors in University Programs. All members of the University Community are expected to be familiar with and comply with the provisions of this Policy and any related University policies and/or procedures, as applicable. In addition, non-University organizations and entities that operate Third-Party Programs involving Minors on University Premises must comply with this Policy.
- B.** When participating in University Programs, members of the University Community must:
  - 1.** be vigilant in protecting the well-being and safety of Minors with whom they interact on or off University Premises.
  - 2.** watch for signs of Child Abuse and promptly report suspected instances of Child Abuse, or violations of this Policy or law.
  - 3.** before engaging in any University Program:

- 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 also cooperate with investigations of alleged violations of this Policy and any applicable University procedures.
- D. Members of the University Community who coordinate, conduct, organize, host, sponsor, or otherwise participate in Campus Visits must comply with the applicable [Procedures for the Protection of Minors on Campus](#).

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 University Program based on a prior conviction. Except when required by law, the University will use criminal background checks of members of the University







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