



C. Caregiver is someone who is responsible and actively controls a Minor when parents or legal guardians do not stay with the Minor during a UAF Sponsored Activity; Caregiver status does not apply to adults at public events where the expectations are for parental supervision.

D. Child abuse or neglect is the negligent treatment or maltreatment, injury, sexual abuse, or sexual neglect that the welfare and safety is harmed or threatened. Child Abuse or neglect may be inflicted by any person and may include Minor-Minor abuse or Authorized Adult-Minor abuses:

1. Mental Abuse includes shaming, bullying, humiliation, manipulation, and cruelty;
2. Neglect means unreasonable withholding of food, water, adequate clothing for conditions, shelter, and reasonable medical attention;
3. Physical Abuse means hitting or kicking, spanking or other corporal punishment, shaking, slapping, twisting or bending appendages beyond normal range of motion, pinching, scratching, hair pulling, unnecessary restraints, forcible contact with objects or substances;
4. Sexual Abuse means any form of sexual conduct, engaging in inappropriate touching, exposing oneself, engaging in sex themed conversations;
5. Sexual Exploitation includes allowing, permitting or encouraging a child to engage in prostitution and, producing a live performance, film, audio, video, electronic or electromagnetic recording, photograph, negative, slide book, newspaper, magazines or other material that visually or aurally depicts a child engaging in the following actual or simulated conduct: sexual intercourse, sexual contact, sexual exhibition, or sexual contact with a minor.
6. Verbal Abuse means using degrading, or threatening language, including using foul language and cursing.

E. Cisgender: a term used to describe people whose gender identity matches the sex

J. Incidental contact means contact that is not part of the essential nature of the contract or duties associated with Minor activities (e.g. delivering luggage to a site; setting up a classroom or site for an activity prior to Minors attending). Incidental contact with Minors is limited to contact that is always in a public setting, where there is little or no opportunity for privacy with Minors, where other adults will always be present, and where there is no one-to-one contact or physical contact. Incidental contact does not include contact with Minors by janitors, dining staff, maintenance workers, construction workers, or other workers in the following areas:

This definition does not include the following workers or areas: janitors; dining staff; maintenance, construction or other workers in pool areas, restrooms, locker rooms, the Student Recreation Center (SRC), Residence facilities, the Patty Center, Wood Center and Bunnell House.

K. Legal Guardian means one who legally has responsibility for the care and management of a child during its minority.

L. Mandated Reporters are defined in Alaska Statute 47.17.020 persons who, in the performance of their occupational duties, their appointed duties under (8) of this subsection, or their volunteer duties under (9) of this subsection, have reasonable cause to suspect that a child has suffered harm as a result of child abuse or neglect:

- (1) practitioners of the healing arts;
- (2) school teachers and school administrative staff members, including athletic coaches, of public and private schools;
- (3) peace officers and officers of the Department of Corrections;
- (4) administrative officers of institutions;
- (5) child care providers;
- (6) paid employees of domestic violence and sexual assault programs, and crisis intervention and prevention programs as defined in AS 18.66.990;
- (7) paid employees of an organization that provides counseling or treatment to individuals seeking to control their use of drugs or alcohol;
- (8) members of a child fatality review team established under AS 12.65.015(e) or 12.65.120 or the multidisciplinary child protection team created under AS 47.14.300, and
- (9) volunteers who interact with children in a public or private school for more than four hours a week.

Alaska Statute 47.17.023 requires persons providing, either privately or commercially, film, photo, or visual or printed matter processing, production, or finishing services, computer installation, repair, or other services, or Internet or cellular telephone services, and who observe any kind of child pornography, to make a report to the nearest law enforcement agency.

UAF Mandated Reporters includes those persons in the above definition associated with the state of Alaska Statutes and the UA regulations that apply and the following:

μ UAF Chancellor

μ Authorized Adults



- A. Chancellor Establishes and communicates policy; is advised of any policy violation; ultimately responsible for incidents on campus; responsible for reporting incidents or concerns per established UAF reporting procedures. Is a mandated reporter.
- B. Vice Chancellor:Communicates policy to subordinates, enforces policy requirements; accountable for policy compliance; identifies high risk activities and events within ~~threats~~; receives reports from subordinates on policy compliance; receives reports on any incidents, communicates incidents to Chancellor and UAF Risk Management; responsible for reporting incidents or concerns per established UAF reporting procedures. Is a mandated reporter.
- C. Deans and Directors:Communicates policy to subordinates, identifies programs, events, and employees that have the potential for risk; enforces policy requirements, accountable for policy compliance; communicates incidents to supervisor, UAF Risk Management; responsible for reporting incidents or concerns within 24 hours per established UAF reporting procedures. Are mandated reporters.
- D. Employees:Responsible for reviewing the Protection of Minors on Campus Policy and adhering to its requirements, completing training as required, and reporting any suspected abuse, incidents or concerns per the UAF reporting requirements.
- E. Mandated Reporters: D μ • š Œ % } Œ š £EéN c>ž ãN?A ,...Đe f>6G 0 G 0 n28i3(f4 12)3(4(e5D>1 0

The Committee shall include the following UAF Department Deans, Directors, Vice Chancellors or their designees: Police Department, Human Resources, Risk Management, Director and Title IX Coordinator, University and Student Affairs, Community and Technical College, CRCD, a member of the teaching faculty, a member of the research faculty, a high-level administrative position, Nanook Recreation and Residence Life.

The Committee shall meet, at a minimum, on a quarterly basis. The Committee shall oversee the development of procedures to support implementation of this policy as well as update the policy when necessary. The Committee shall support the development of a safe environment for events, activities, University Scheduled classes, and programs that include Minors. Committee members are mandated reporters.

- J. Program Leader Required to read and understand this policy, adhere to its requirements, have a reporting process for incidents that may arise.
- K. Sponsoring Department/Unit: Responsible for identification of Minor interaction within the activity, event or program and coordination with UAF Risk Management to identify the requirements as they pertain to Minors.
- L. Supervisors: Responsible for identification of events and programs that have Minors, ensures that any events, activities, camps, and other programs that include Minors are properly registered with EHSRM; schedules and attends required training per policy; accountable







- > Minors ages 5 years: 1-28 Minors- 2 Authorized Adults  
28-41 Minors t 3 Authorized Adults  
> 42 Minors consult with EHSRM
- > Minors Age 7t 12 years: 1-18 Minors t 2 Authorized Adults  
19- 36 Minors t 3 Authorized Adults  
> 36 Minors consult with EHSRM
- > Minors Age 12 years +: 1-18 Minors t 2 Authorized Adults  
19-36 Minors t 3 Authorized Adults  
> 36 Minors consult with EHSRM
  
- > For groups of minors containing children of less than three years of age; groups of children containing children from more than one of the above age ranges; and other unusual

> Video Games: Entertainment Software Rating Board [www.esrb.org](http://www.esrb.org)

- μ When a UAF activity or program permits one-on-one interaction between any adult and a Minor, a Risk Management Plan shall be developed and include a description of measures and

### 8.5.2 Liability Waivers and Consent for UAF Sponsored Activities

Liability waivers and consent forms for all Minor activities that are associated with UAF sponsored activities may be required, dependent upon the associated risk of the activity. Consultation with EHSRM Risk Manager shall determine the requirements after review of the submitted event.

### 8.5.3 Information Provided to Parents/Guardians of Minors

This policy and specific UAF Sponsored activity guidance shall be provided to parents/guardians of Minors either electronically or as a hard copy. A link to the Protection of Minors policy shall also be

## 8.6 Conduct Requirements

UA R09.12.070

Authorized Adults participating in programs, events and activities covered by this Policy shall annually sign a Code of Behavior. The Code of Behavior will, at a minimum, include the following:

1. Shall treat Minors with respect at all times.
2. Shall treat Minors fairly regardless of race, color, religion, national origin, age, sex, sexual orientation, gender identity, physical or mental disability, genetic information or pregnancy or parenthood status.
3. Shall adhere to uniform standards of affection as outlined in any applicable university or program specific procedures, and shall not engage in private displays of affection.
4. Shall not use or be under the influence of alcohol or drugs in the presence of Minors or during activities or events involving Minors.
5. Shall not discuss sexual encounters with or around Minors.
6. Shall not date or become romantically involved with Minors in the program.
7. Shall not make pornography in any form available to Minors or assist them in any way in gaining access to pornography.
8. Shall not have secrets with Minors or ask Minors to keep secrets, or in any way involve Minors in their personal issues.
9. Shall not swear or tell sexual, discriminatory, degrading or otherwise offensive jokes.
10. Shall not stare at or comment on a Minor's physical appearance.
11. Shall not engage in sexual or romantic relationships with Minors, or in any way involve Minors in such relationships.
12. Shall avoid outside-of-program contact or interaction with minors, which may be further defined by specific program procedures.
13. Shall not use restrooms, locker rooms, showers, or other facilities where there is a need to bathe, shower or undress, facilities for gender and transgender Minors should be used when available.
14. Shall not take any photographs or videos of Minors or post photographs or videos on a digital, electronic, hosted media, web-based service or any other medium without first obtaining a release from the Minor's parent/guardian.
15. Shall not abuse Minors in any way including physical abuse, verbal abuse, mental abuse, sexual abuse or neglect.



result of abuse or neglect. Mandated reporters must report to the Office of Children Services (OCS) for any suspected form of abuse or neglect of Minors through the UAF reporting chain.

A mandated reporter has no responsibility to complete any type of investigation or determine if their suspicions are correct, but only must have a reasonable amount of information to say that they believe abuse or neglect occurred based on all the facts and circumstances known to the person that would lead a reasonable person to believe that a child or youth from civil occurrence is at risk of harm. UAF expects that persons who make reports in good faith and in a timely manner.

Mandatory reporters who become aware of abuse or neglect that involves discrimination against a child based on gender or sexual identity or sexual harassment of a child, which includes sexual assault, sexual misconduct, or any other behavior of a sexual nature, must report that conduct to their campus Title IX coordinator or Title IX contact within 24 hours.

If an employee is a Mandated Reporter, UAF expects that employee to adhere to the requirements of that law in addition to the requirements described in this section. If an individual has questions about mandated reporting, consult a supervisor, and/or Campus Risk Management for guidance.

### 8.7.3 Employees Subject to the Alaska Professional Teaching Practices Act

UA R09.12.080.A.3

All faculty are subject to the responsibilities established by the Alaska Professional Teaching Practices Act (Alaska Statutes 14.20.370 to 14.20.510; Alaska Administrative Code 20 AAC 10.020). In addition to the other duties established by that Act, employees subject to it may not engage in physical abuse of a student or sexual conduct with a student including but not limited to students who are Minors, and shall report to the Professional Teaching Practices Commission knowledge of such an act by an educator (20 AAC 10.010(b)(4)).

### 8.7.4 Supervisor or Administrator Response to a Report of Abuse or Neglect

UA R09.12.080.A.4

UAF expects supervisors or administrators who receive a report of abuse or neglect to act on that report. Supervisors and administrators should immediately forward reports of abuse or neglect to their supervisor, as well as campus police, the Title IX coordinator, and external agencies as appropriate. Supervisors and administrators should consult and follow campus protocols regarding reporting. The campus protocols for response and reporting are on file with Campus Risk Manager, Campus Protection of Minor Committee and Campus Risk Manager as well as the Chief Risk Officer and the Office of General Counsel. Contact any of these offices for additional assistance.

### 8.7.5 Reporting Minor-to-Minor Sexual Contact, Sexualized Behaviors, Suspicious or Inappropriate Behavior, Including Behaviors of Concern

UAR09.12.080.A.5

While the behaviors described in this section may fall outside of illegal activity, their prevention is important to providing a safe learning environment free of harassment for Minors. As a result, UAF expects all employees, including but not limited to Authorized Adults, to report the behaviors described below. This section applies in addition to reporting requirements outlined above.

Employees and Authorized Adults who suspect, are told of, or observe ~~Minor~~ minor abuse or sexualized behaviors must immediately report their observations to their supervisor, dean or director,

department head or Campus Risk Manager. Examples of conduct between minors to report include, but are not limited to hazing, bullying, derogatory name-calling, taunting, or sexual harassment.

- a. Have been convicted of a crime of violence, neglect, reckless endangerment, or abuse against a Minor or vulnerable adult;
  - b. Are a registered sex offender;
  - c. Have been convicted of possession of child pornography.
4. The contractor's supervision procedures should include:
- a. Minimum adult to Minor ratios;
  - b. How to supervise Minors during overnight activities;
  - c. Signed Code of Conduct;
  - d. Mandatory reporting of incidents or allegations of sexual misconduct;
  - e. How to supervise Minors during bathroom and showering activities;
  - f. How to supervise Minors during activities that are associated with water use, including, but not limited to, pools, showers, bathing areas, swimming;
  - g. How to supervise Minors during transition times, including drop-off and pickup.

D. The contractor shall be liable for termination of a contract, without regard to any other termination provision.

E. Authorized Adult status is not required of persons at public events, or in facilities regularly used by the general public, where there is a reasonable expectation of parental supervision over minors.

#### 8.10 Policy Reviews

At a minimum, the Protection of Minors Committee shall review this policy annually. Updates shall be presented to the Chancellor for review and approval. If no updates are necessary, this shall be noted in the document footer with a date that the review was completed.

#### 8.11 Procedures Review and Update

Procedures that support this policy shall be updated as needed.

THIS POLICY IS EFFECTIVE AS OF 05/14/2020 W\* n BT /F2 11.04\* n BT /7n(s)11PJ OLBT AS A poEFFROVE

