



COLORADOSCHOOL**OF MINES**



PROTECTION OF MINORS ON CAMPUS

2015-2016



Varied Activities @ the U

- ▶ Accelerated teens (academic)
- ▶ Recruiting: academic & athletes
- ▶ Guests: siblings/friends visit & sleepover
- ▶ Community partners:
 - Space on campus; activities all ages
 - camps, tournaments, museum, day/resident



Why be Concerned?

- ▶ Minors: “vulnerable” population
 - Not allowed to vote, make contracts, drink alcohol, make health decisions*, etc.
- ▶ Risk to minors in society overall
 - Injury, Neglect, Abuse (Physical, Mental, Sexual)
- ▶ On the Radar of federal & state agencies



Awareness Level Raised

- ▶ Over the past 5 years, highly publicized scandals have raised awareness with public in general,
 - especially heightened for college & university communities, encouraging the adoption of policy & procedures to protect children on campus
- ▶ **Abuse and neglect impacts more than 37,000 children a year in Colorado**
~ see <http://www.cdhsdatamatters.org/>



Colorado 2013– Maltreatment*

Category	Reported Cases
<i>Neglect</i> <i>(deprivation of necessities)</i>	8399
<i>Medical Neglect</i>	163
<i>Physical Abuse</i>	1214
<i>Psychological or Emotional Maltreatment</i>	342
<i>Sexual Abuse</i>	1058
<i>Unknown/missing</i>	35
<i>Total Unique Victims</i>	11,211 children!

► *2013 Colo Dept. Human Services <http://www.cdhsdatamatters.org/types-of-maltreatment.html>



Why the University Policy?

- ▶ Part of Ethics overall--We strive for excellence, not just the minimum
- ▶ “*doing the right thing*” more than just following the law or expectations
 - ▶ review and examine facts
 - ▶ part of the Solution, not ignoring the problems
 - ▶ weighing issues & law is part of ethics
 - ▶ making determination of ethical path is part of teaching and learning
- ▶ requirement of federal funding



Policy Highlights 2014

- ▶ **Who: “Minors” (< 18 yrs. old)**
 - Applies to faculty, staff, students, visitors, visiting scholars, contractors, vendors, etc.
 - Non-CSM groups required to submit forms and handle their programs under policy
- ▶ **What:** academic program, athletic program, sport camp, other activities, day or resident (overnight)



Policy Highlights (continued)

► Where: On or Off Campus

- On Campus—Green Center, Student Center, Athletics Fields or Facilities, Rec Center, Museum, Academic Dept., Research Labs, etc.
- Off-Campus—Mines departments sponsor academic groups, outreach; Middle School, High Schools, Tutoring, Club Sponsors, etc.

► When: Anytime of the year

- Summer, Fall, Winter, Spring, Breaks, during session, day, night, weekends, weekdays, an hour, or all day, etc.



Activity/Program/Camp Process

► Forms

- completed by Program Director/Sponsor
<https://inside.mines.edu/POGO-Protection-of-Minors-form> (pdf or web submission available)
- Must be submitted 2 weeks in advance

► Background checks (policy)

- on all CSM personnel in contact with minors in a Mines program or activity on campus (employee, student, volunteers)
- Program Director responsible to ensure all personnel checked

► Education

- personnel, students, volunteers in contact with minors on campus must receive training prior to activity
- document and retain training logs in file by program sponsor



What is Child Abuse & Neglect?

- ▶ “an **act or omission** in one of the following categories that **threatens the health or welfare of a child**:
 - child exhibits skin bruising, bleeding, malnutrition, failure to thrive, burns, bone fracture, subdural hematoma, soft tissue swelling, or death and condition not justifiable; history given varies with condition, or circumstances indicate may not be produce of accident CRS 19-1-13(1)(a)(I)



Recognize Abuse (examples)

- ▶ See physical evidence (excessive or suspicious bruises, burns, breaks, etc.) CRS §19-3-103
- ▶ Mentally diminishing/belittling child CRS §19-3-103
- ▶ Child present where controlled substance is manufactured CRS § 18-18-102
- ▶ Observe Inappropriate touching or consistent attempts be alone w/child; inappropriate or unlawful sexual contact CRS §16-22-102
 - with child under 18 yrs. by person over 18 yrs. CRS §18-3-404



Recognize neglect—parent fails to provide...



[Child Information Gateway Graphic for Neglect](#)

Who Reports?

- ▶ Mines' policy requires reporting suspected child abuse or neglect
 - reporting by **all Mines'** community
 - reporting can protect person from criminal/civil liability
 - Colorado law requires certain "mandatory reporters" to report, e.g., doctors, vets, nurses, teachers, peace officers, counselors, coaches of private sport orgs, etc. *See C.R.S. §19-3-304*
- ▶ Mines' reports criminal acts under state law
 - *Duty of every corporation or person to report a crime C.R.S. §18-8-115*



When Report?

- ▶ **reasonable cause to know or suspect** that a child has been subjected to abuse or neglect or
- ▶ **observed the child being subjected to circumstances or conditions that would reasonably result in abuse or neglect**
- ▶ **shall *immediately*** upon receiving such info **report** or cause a report to be made of such fact to the county department, the local law enforcement agency, or through the child abuse reporting hotline system (

(mandatory reporters C.R.S. §19-3-304 or report crime §18-8-115 report)

<http://www.colorado.gov/cs/Satellite/CDHS-Main/CBON/1251651932321>



Why report? Why should it be me?

- ▶ Community expectations
 - university to have policy, process, and training
- ▶ Court of public opinion:
 - News or headlines
 - What would Grandma say?
- ▶ Legal & University requirements
 - CAPTA, Colorado law (C.R.S. 18-3-404), CSM Policy
 - **Right thing to DO!**



General considerations...to protect minors

▶ **Site/Food Service:**

- Fire protection, maintenance, sleeping areas, bathing/toilet facilities, food service

▶ **Transportation:**

- Driver & vehicle requirements, traffic control, transport safety, permissions

▶ **Health Care:**

- Staff & facility requirements, medication management, required health info & recordkeeping

: <http://m.acasouthwest.org/media-center/how-to-choose/safetytips#sthash.CbVhAlex.dpuf>



Considerations (continued)

▶ **Management:**

- Safety & security regulations, staff emergency training, crisis communications, insurance, planning, forms & record retention

▶ **Staffing:**

- Qualifications, training, ratios, supervision & behavior management guidelines

▶ **Program:**

- Goals for camper, orientation & safety policies for general/specialized programs, including athletics, trips, laboratory procedures & equipment

: <http://m.acasouthwest.org/media-center/how-to-choose/safetytips#sthash.CbVhAlex.dpuf>



Protect Minors by...

▶ Activity Director

- sets **clear expectations** for parents & minors (in writing) & enforce
 - behavioral expectation, rules, policies, (written & verbal communication)
- requires parents & minors to submit required **forms** before being allowed to participate:
 - a participation agreement & code of conduct
 - health form (allergy, medication, doctor, fitness) & insurance information, emergency contacts & recording release (photo/video)



Everyone Protect Minors by...

- ▶ **Think ahead & take precautions:**
 - Faculty, staff, contractors, etc. in charge of programs have added responsibility for safety and hazard avoidance training for personnel & minors
 - EHS can assist with Lab Safety procedures; PSO with security; etc.
- ▶ **Learn Emergency Procedures for events**
 - Known procedures—Identified & document e.g. lightning,
 - Train everyone staff & children, remind them in writing, repeat
 - Evacuation procedures and keeping tabs on everyone's location
- ▶ **Appropriate Confidentiality training & continuing awareness for all staff**
 - rules, procedures, requirements, repeat



Recommended Ratios (minimums)

Campers/minors on campus	Staff:Minor Ratio Resident/Sleepover Camps (staff:minors)	Staff:Minor Ratio Day Camps or Activities
Ages 4-5	1:5	1:6
Ages 6-8	1:6	1:8
Ages 9-14	1:8	1:10
Ages 15-17	1:10	1:12
**Appropriate supervision for all activities		

Based on American Camp Association: <http://m.acasouthwest.org/media-center/how-to-choose/safetytips#sthash.CbVhAlex.dpuf>



How else can we improve?

- ▶ Review Mines policies & procedures annually
 - 2014 by CSM Board of Trustees added and amended
 - Gender-Based Discrimination, Sexual Harassment & Sexual Violence; Nondiscrimination
 - Workplace Violence—already on books
- ▶ Know the laws, policies & how to report
 - “Responsible Employee” identified in other statutes
 - knew or should’ve known about sexual violence
 - has authority to redress sexual violence
 - Reporting:
 - Activity Director;
 - Emergency 911; PSO 273-3333;
 - Dean of Students 273-3231; Provost 273-3399



Think about what you are doing...

Protect everyone, so ***DON'T***:

- ▶ Enter the bathroom or private room with a minor alone—use minor buddy system
- ▶ Have contact with minors outside the program through home visits, outings, babysitting, car rides, etc.
- ▶ Communicate via email, texts, phones, social media or otherwise with minors (esp. not outside activity)
- ▶ Use vulgarity, profanity, or harassing language



Think about it...make good choices

Avoid Overnight/Resident camp issues similarly...

- Adult should not enter a minor's room, bathroom facility, or similar area without another adult in attendance, consistent with not having one-on-one contact (alone) with minors
- Separate accommodations for adults & minors are required other than minors' parents/guardians.
- ▶ Don't make inappropriate materials (in any form) available to minors participating in programs or assist them in any way in gaining access to such materials.



Always consider how to do it right...

- ▶ All university personnel, volunteers & contractors MUST:
 - BE VIGILANT to protect the well-being & safety of Minors with whom they interact on campus; know what abuse/neglect is and what to do
 - PREVENT/PROTECT—intervene as appropriate
 - REPORT REPORT REPORT **reasonable suspicion of** Abuse/Neglect immediately (policy, law, and quick action)
 - **Protect the Child!**

<http://www.colorado.gov/cs/Satellite/CDHS-Main/CBON/1251651932321>



If a child confides in you...**REMEMBER**–

- ▶ Stay calm & let the child talk
- ▶ Reassure the child that he/she has done the right thing by telling someone
- ▶ Remember any concrete information (facts)
- ▶ Inform child--law requires reporting abuse to someone who has helped children & adults in similar situations
- ▶ Tell only those who need-to-know to protect the child (follow procedures) (Dean of Students, Provost, PSO, JeffCo Youth Svc)



If a child confides in you, do **not**...

- ▶ Promise confidentiality
- ▶ Express panic/shock (reaction/expression)
- ▶ Dig for details or investigate (just listen)
- ▶ Make negative comments about the alleged person responsible for abuse
- ▶ Disclose the information indiscriminately
- ▶ Make judgments
- ▶ Rush or interrupt the child (listen to them)



How can I know?

- ▶ Let professionals make the determination-- make the report
- ▶ Focus on protecting the child !
 - Suspicion of abuse is all that is necessary to report;
 - Reports are confidential
 - No person shall knowingly make a false report of abuse/neglect
- ▶ <https://www.childwelfare.gov/pubs/usermanuals/neglect/neglect.pdf>
<http://coloradosafehaven.org/>
<http://www.colorado.gov/cs/Satellite/CDHS-Main/CBON/1251651932321>
<http://www.speakupbesafe.org/teachers/disclosure-for-teachers-and-schools.pdf>



Report to whom?

- 1) Emergency 911 (Mines or Golden Police) or Mines Public Safety 303-273-3333 & Program Director
- 2) Dean of Students 303-273-3231 & Provost Office 303-273-3399 (in addition to police)
- 3) JeffCo Child Protection 303-271-HELP (4357) or County where child lives or call toll-free 1-844-CO-4-KIDS (1-844-264-5437)
<http://www.colorado.gov/cs/Satellite/CDHS-Main/CBON/1251633944381> OR
National Child Abuse Hotline 1-800-4-A-CHILD (1-800-422-4453) <http://www.childhelp.org/pages/hotline-home>
- 4) Mines' Ethics Hotline 1-855-363-0857 (tollfree)
<https://secure.ethicspoint.com/domain/media/en/gui/33377/index.html>



What about Privacy Laws?

- ▶ Do privacy laws, like FERPA or HIPAA stop me from reporting this?
- ▶ NO!
 - Use reasonableness and appropriateness
 - Do not discount because information came from child
 - Limit who you tell: Need-to-Know basis only!



Remember:



- ▶ Policy Protection of Minors on Campus
 - read it, understand it, ask questions, repeat
- ▶ Forms & Checks
 - Submit forms 2 weeks in advance
 - Complete Background checks in advance
- ▶ Plan & Maintain
 - Activities planned and staffed in advance & Training safety
- ▶ Awareness & training
 - Written materials, staff sessions, job descriptions, expectations, training, repeat



Some Related Mines Policies

- ▶ Policy Prohibiting Gender-Based Discrimination, Sexual Harassment or Sexual Violence Policy
 - (updated 2014) BOT Section https://inside.mines.edu/POGO-Board-of-Trustees_1
- ▶ Workplace Violence
 - “CSM will not tolerate Violence or threats of violence in the campus community and workplace.”
 - http://inside.mines.edu/UserFiles/File/PoGo/Policies/HRS/HRS_Workplace_Violence.pdf
- ▶ Clery Act Reporting (Safety & Security) & Right to Know
 - <http://inside.mines.edu/PS-Campus-Crime-Report> & <http://inside.mines.edu/Student-Right-to-Know>



More Information Available

- ▶ Colorado Dept. of Human Services, Youth Services Div. **1-844-CO-4-KIDS**
- ▶ FAQs on Abuse/Neglect
<https://sites.google.com/a/state.co.us/cdhs-dcw/for-parents/frequently-asked-questions/frequently-asked-questions-about-the-new-colorado-child-abuse-and-neglect-hotline>
- ▶ Colorado Human Services: mandatory reporters @ <http://www.colorado.gov/cs/Satellite/CDHS-Main/CBON/1251651932321>
- ▶ Colorado online training 4 educators (free)
<http://www.coloradocwts.com/community-training>
- ▶ Safe to Tell <http://safe2tell.org/>



Contact/Information—here to help!

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