

The Kids Are Alright: Considerations for University Programs and Activities Involving Minors

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Why We Have a Minors on Campus Policy



Question #1

Which of the following programs or activities falls within the Minors on Campus Policy?

1. Camps on Campus – a series of academic enrichment camps offered by the university for rising grades 1-12 during the summer.
2. Will Healy Football Camp – an athletic camp provided by the university for high school athletes.
3. A job shadowing opportunity provided by Truist for rising high school students in the Cato College of Education building.
4. An internship opportunity for students who are freshmen in college.



Response:

1. Only Camps on Campus falls within the Minors on Campus Policy.
2. Camps on Campus and the Will Healy Football Camp fall within the Minors on Campus Policy.
3. Camps on Campus, the Will Healy Football Camp, and the job shadowing opportunity fall within the Minors on Campus Policy.
4. All of the programs fall within the Minors on Campus Policy.

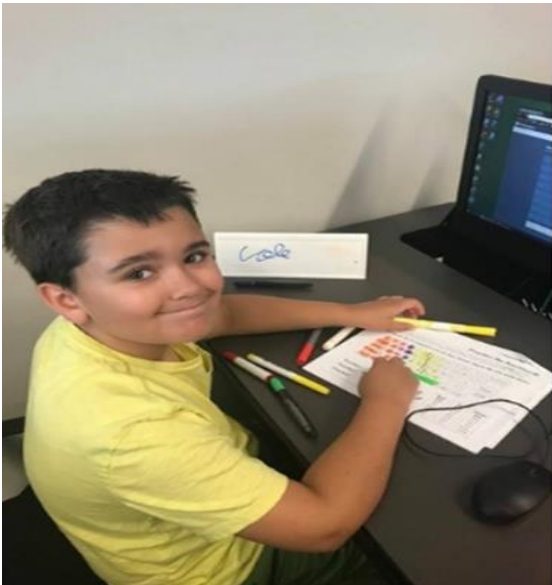
Review of Question #1

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University Policy 716

The purpose of this policy is to take affirmative steps to safeguard and protect minors from potential abuse while visiting the UNC Charlotte campus, attending University-offered programs and events, or participating in third party programs and activities that utilize campus facilities.



What Does the Minors on Campus Policy Require?

- Program Organizer
- Background Checks
- Completion of Minors on Campus Training
- Plan for Medical and Emergency Care
- Appropriate Supervision of Minors
- Adherence to Behavioral Standards
- Report Actual and Potential Abuse



Question # 2

Norm the Niner is an adult who is authorized to supervise minors in a summer reading program at UNC Charlotte. One of the kids needs to walk across campus to the Student Union to retrieve an item that he dropped during lunch. To ensure the child is not alone on campus, Norm walks with him to get his item and then walks him back to the rest of the kids.

Was it wise for Norm to walk the minor across campus?





Response:

1. Yes, this was a wise decision because Norm ensured the student was not walking across campus alone.
2. This was an unwise decision because Norm was alone with the minor.
3. Maybe. I have no idea.

Appropriate Supervision of Minors

- ❑ Always follow the Rule of 3!
- ❑ It is strongly recommended that additional adult supervision be provided after considering:
 - The number of participants;
 - The age of the participants;
 - Whether the participants have special needs;
 - The type of activity;
 - The type of housing (if applicable); and
 - The age and experience of the authorized adults.

Question # 3

Haley is a minor involved in drama camp at UNC Charlotte. The drop off time for kids is 8:30, which is when Haley's mom has to be at work. Haley's mom knows that one of the counselors will be in the classroom where the kids spend their day before the camps starts and asks if she can drop her daughter off at 8:00. She offers to provide written consent to make the process easier.

Should Haley's counselor agree to this?



Response:

1. Yes, because the early drop off does not violate the Minors on Campus policy.
2. Yes, although not generally allowed, it is okay for Haley to be dropped off early because her mom has signed a consent form.
3. No, Haley should not be dropped off early.
4. Maybe. I have no idea.

Question # 4

Which of the following groups of people must receive a background check before coming into contact with minors?

1. Faculty and staff
2. Students
3. Volunteers
4. Only faculty, staff, and students
5. Faculty, staff, students, and volunteers



Background Checks

Normally, an individual will not be allowed to work with minors if the background check reflects the following:

- A conviction for the following crimes:
 - Drug distribution or felony drug possession
 - Sexual offenses
 - Crimes of violence involving physical injury to another person
 - Child abuse, molestation, or other crimes involving child endangerment
 - Murder
 - Kidnapping
 - Crimes of moral turpitude, or
- Registration on any sex offender registry

Medical/Emergency Care

- Emergency Contact Information
- Emergency Communications and Notifications
- Medical Emergency Procedures
- Severe Weather
- Lost or Missing Child
- Campus Lockdown
- Building or Campus Evacuation



Question #5

You work at a camp that UNC Charlotte hosts for middle school children. One of the kids, John, has been coming to camp with bruises on his arms, legs, and face. You mention this to his dad, who happens to be faculty member and a good friend of yours. John's dad tells you that John tripped and fell at the house before quickly changing the conversation. However, you notice that John appears to be withdrawn and afraid of his dad during the conversation.

How do you respond?



Response:

1. Although the explanation provided by John's dad seems to be inconsistent with the extent of John's injuries and his demeanor, you are not certain that John is being abused so you take no action.
2. You follow up with John after his dad has left to find out more about his home situation.
3. Even though you're uncertain whether John is being abused, you report what you have observed and been told.
4. You ask the other campers to pay special attention to John to make sure he is okay.

Duty to Report Abuse

- ❑ If you see something, SAY SOMETHING!
- ❑ To Whom Should You Report Suspected Abuse?
 - UNC Charlotte Police
 - Your Program Organizer
 - The Department of Social Services (maybe)



Question #6

You and your fellow camp counselors are talking about Marcus, the new volunteer at this year's basketball camp. He's 24, works at a good company, and played basketball in college. Everyone likes Marcus a lot because he is really interested in helping the kids. You learn that Marcus has even offered to provide one-on-one coaching to one of the kids after the program.

How do you respond to this?



Response:

1. There are no concerns with this because Marcus has passed the background check and completed Minors on Campus training.
2. You do not discuss the proposed one-on-one training with Marcus. However, you unexpectedly stop by during one of these private training sessions to ensure that Marcus is behaving appropriately.
3. You let Marcus know that this creates a risky situation and ask that another adult from the program be present during the one-on-one training session.
4. I don't know.



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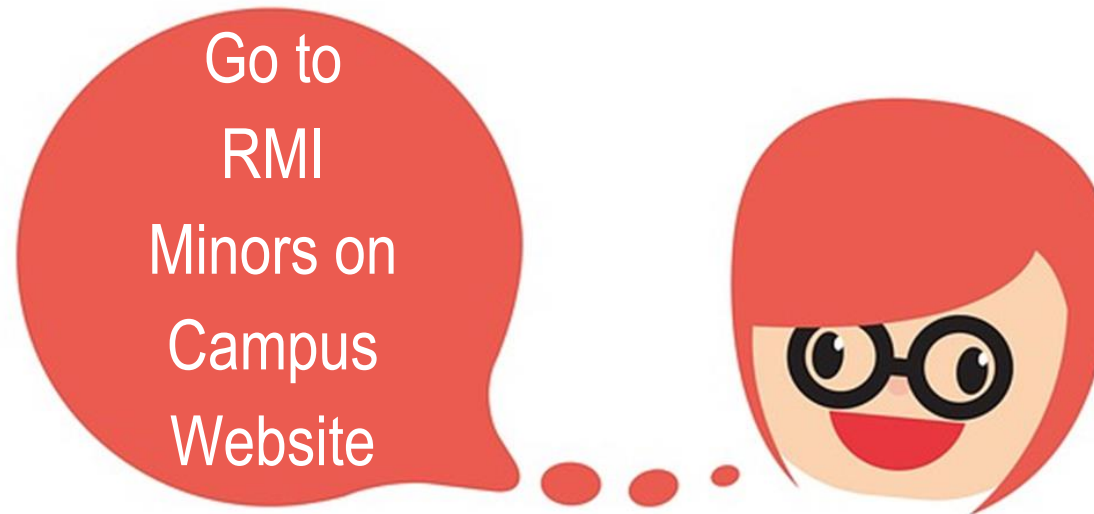
Behavioral Expectations

The Minors on Campus Policy provides certain behavioral expectations for adults who will be interacting with minors. These expectations are rooted in the principle that, if you are working or volunteering for a university sponsored program, you are required to uphold a positive and professional public image as a representative of the program and the university.

Basic Requirements for Complying with the Minors on Campus Policy

- Notify the Office of Risk Management and Insurance of the Program
- Background Checks
- Minors on Campus Training
- Emergency Plan
- Obtain all necessary signed forms from parents & guardians







Practical Considerations When Engaging in Programs and Activities Involving Minors

Your Best Friends

- Minors on Campus University Policy 716:**
<https://legal.charlotte.edu/policies/up-716>
- Minors on Campus Program Organizer Checklist (PDF):**
<https://drive.google.com/file/d/1xWvExja8fZxLqGzLuf1SOwUiQ-gbLCwe/view>
- Minors on Campus Reporting Form:**
https://docs.google.com/forms/d/e/1FAIpQLSeh0lgjejF5Lb7m9y4eH9tjF5PSzdc4MrrCRDM_m8SFZTAx0Q/viewform
- Electronic Link for Authorized Adult Personnel Background Checks**
<https://securevolunteer.com/UNC-CHARLOTTE/home>
- Minors on Campus Training Online Test:**
<https://www.classmarker.com/online-test/start/user-info/?quiz=krm5fd39b54830f8>
- Program Organizers Background Check and Training Completion Google Sheet:**
https://docs.google.com/spreadsheets/d/1pCQi_U8yu7-OcVeCEkz6HKkwMsjQi2LFt60BHGDIFc8/edit#gid=1342573930
<https://research.charlotte.edu/departments/grants-contracts-administration-gca>
- UNC Charlotte Minor Program Emergency Plan Template:**
<https://docs.google.com/document/d/1mjZYXM8ocDjBvQcDQZNdqvt1t637cQeE/edit>
- Minors on Campus Policy Training Video:**
<https://www.youtube.com/watch?v=BXcbtzR7clc>
- Minors on Campus Policy Training Workbook:**
https://rmi.charlotte.edu/sites/rmi.charlotte.edu/files/media/Policy%20for%20Minors-%20Policy%20Training%20Workbook%201062016%20v7%20%281%29_0%20%2011272017.pdf



Questions?



We are here to help!

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