

The University has established this Protection of Minors Policy to protect children who participate in programs and activities associated with the University or that are involved with non-University programs or activities on the University's campus. Sewanee celebrates the presence of children in our campus community and is committed to ensuring the health, safety and well being of all children (those under the age of 18). This policy also provides guidance for University faculty, staff and students, as well as non-University organizations or individuals who are involved in programs with minors on campus.

This policy applies broadly to interactions of University students, faculty, staff and volunteers with minors in University-affiliated programs and activities (including those hired temporarily to work in such programs), and non-University organizations or individuals that operate programs or activities involving minors on the University's campus. University programs with activities for children fall within the scope of this policy and currently include, but are not limited to, athletic camps and academic programs (such as SSMF, Young Writers' Conference, and SEI). Also covered are individual lessons (including but not limited to academic tutoring, music, swimming, and art).

University faculty and others on campus who only interact in classes or other normal academic settings with Sewanee undergraduate or St. Andrew's Sewanee high school students under the age of 18 are not obligated to undergo the training or background checks required by this Policy. Anyone covered by this Policy who knows or suspects that a Sewanee undergraduate or St. Andrew's Sewanee high school student under the age of 18 has been abused ( )fo(r)4b:

<sup>1</sup> More detailed definitions can be found in T.C.A. §37-5-103.

When participating in University-affiliated programs and activities, students, faculty and staff (including those hired temporarily to work in such programs) must

- always be vigilant in protecting the well-being and safety of minors with whom they interact on campus or elsewhere;
- review the informational material about the signs of abuse and neglect of minors in Appendix A or at this website: <https://www.childwelfare.gov/pubs/factsheets/whatiscan/> and Appendix C; and
- watch for signs of minor abuse or ne

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Non-University organizations and entities that wish to operate programs or activities involving minors on campus must provide documentation to the University indicating that all individuals who will be interacting with minors (and anyone who supervises such individuals) have received

Dorms are not appropriate family housing, and the University will not house family units (parents with their children) in dorms. The Summer Conferences office ([sumconf@sewanee.edu](mailto:sumconf@sewanee.edu)) will work with each program to determine appropriate housing for participants and instructors.

According to Tennessee state law, a report is required when a person knows or has reasonable cause to suspect that a child has been abused, neglected, or sexually abused. Failure to report is a Class A misdemeanor.

1. *Emergencies*

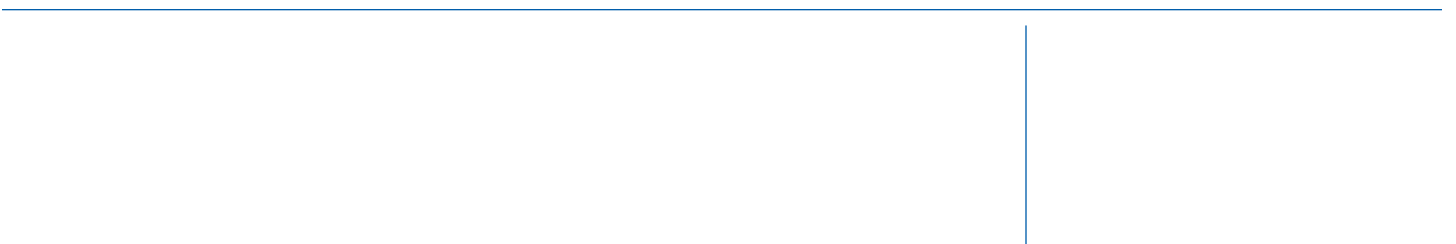
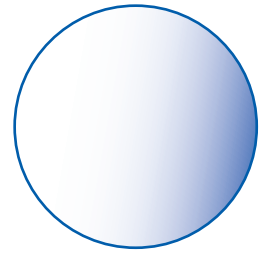
In case of an emergency, one should immediately call 911.

2. *Mandated Reporting*

Any person with knowledge of child abuse or neglect (Tenn. Code. Ann. §§ 37-1-403; 37-1-605) must report that knowledge to local law enforcement or law enforcement where the child resides. This reporting obligation applies to physicians, osteopaths, medical examiners, chiropractors, nurses, hospital personnel, other health or mental professionals; teachers, other school officials or personnel, daycare center workers, or other professional child care; foster care, residential or institutional workers, social

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1. The person receiving the report shall immediately notify the Title IX Coordinator (see contact information above).
2. The Title IX Coordinator, in consultation with the SPD, the University Legal Counsel, and appropriate senior University leadership, shall:



of abuse and neglect, and recognize the signs and symptoms of abuse and neglect. Resources about the impact of trauma on well-being also are included in this factsheet.

## How Is Child Abuse and Neglect Defined in Federal Law?

Federal legislation lays the groundwork for State laws on child maltreatment by identifying a minimum set of acts or behaviors that define child abuse and neglect. The Federal Child Abuse Prevention and Treatment Act (CAPTA), (42 U.S.C.A. §5106g), as amended and reauthorized by the CAPTA Reauthorization Act of 2010, defines child abuse and neglect as, at minimum:

*“Any recent act or failure to act on the part of a parent or caretaker which results in death, serious physical or emotional harm, sexual abuse or exploitation; or an act or failure to act which presents an imminent risk of serious harm.”*

Most Federal and State child protection laws primarily refer to cases of harm to a child caused by parents or other caregivers; they generally do not include harm caused by other people, such as acquaintances or strangers. Some State laws also include a child’s witnessing of domestic violence as a form of abuse or neglect.

- *Child Maltreatment*

This report summarizes annual child abuse statistics submitted by States to the National Child Abuse and Neglect Data System (NCANDS). It includes information about child maltreatment reports, victims, fatalities, perpetrators, services, and additional research:

<http://www.acf.hhs.gov/child-welfare/publications>

## What Are the Major Types of Child Abuse and Neglect?

Within the minimum standards set by CAPTA, each State is responsible for providing its own definitions of child abuse and neglect. Most States recognize the four major types of maltreatment: physical abuse, neglect, sexual abuse, and emotional

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For more information about this issue,  
see Child Welfare Information Gateway's  
*Parental Drug Use as Child Abuse* at  
<https://www.childwelfare.gov/pubs/factsheets/parental-drug-use-as-child-abuse/>





## THE IMPACT OF CHILDHOOD TRAUMA ON WELL-BEING

Child abuse and neglect can have lifelong implications for victims, including on their well-being. While the physical wounds heal, there are several long-term consequences of experiencing the trauma of abuse or neglect. A child or youth's ability to cope and even thrive after trauma is called "resilience," and with help, many of these children can work through and overcome their past experiences.

Children who are maltreated often are at risk of experiencing cognitive delays and emotional difficulties, among other issues. Childhood trauma also negatively affects nervous system and immune system development, putting children who have been maltreated at a higher risk for health problems as adults. For more information on the lasting effects of child abuse and neglect, read Child Welfare Information Gateway's factsheet *Long-Term Consequences of Child Abuse and Neglect*: [https://www.childwelfare.gov/pubs/factsheets/long\\_term\\_consequences.cfm](https://www.childwelfare.gov/pubs/factsheets/long_term_consequences.cfm)

The National Child Traumatic Stress Network's webpage *What Is Child Traumatic Stress* offers definitions, materials on understanding child traumatic stress, and several Q&A documents: <http://www.nctsn.org/resources/audiences/parents-caregivers/what-is-cts>

The Monique Burr Foundation for Children's brief *Speak Up Be Safe: The Impact of Child Abuse and Neglect* explains the immediate and long-term consequences of child abuse and neglect to child, family, school, and community well-being: [http://www.moniqueburrfoundation.org/SUBS/Resources/Impact\\_of\\_Abuse\\_and\\_Neglect.pdf](http://www.moniqueburrfoundation.org/SUBS/Resources/Impact_of_Abuse_and_Neglect.pdf)

The National Council for Adoption's article "Supporting Maltreated Children: Countering the Effects of Neglect and Abuse" explains several issues common to children that have experienced abuse or neglect and offers suggestions for parents and caregivers on talking with children and helping them overcome past traumas: [https://www.adoptioncouncil.org/images/stories/documents/NCFA\\_ADOPTION\\_ADVOCATE\\_NO48.pdf](https://www.adoptioncouncil.org/images/stories/documents/NCFA_ADOPTION_ADVOCATE_NO48.pdf)

ZERO TO THREE produced *Building Resilience: The Power to Cope With Adversity*, which presents tips and strategies for helping families and children build resilience after trauma: <http://www.zerotothree.org/maltreatment/31-1-prac-tips-beardslee.pdf>

## Resources

Child Welfare Information Gateway's web section on child abuse and neglect provides information on identifying abuse, statistics, risk and protective factors, and more:

<https://www.childwelfare.gov/pubs/information-gateway>

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## APPENDIX B

### For Program Directors and Supervisors

Sewanee has adopted a Protection of Minors Policy to promote the well being and safety of minors who participate in University-affiliated programs or activities and in programs and activities run by non-University organizations or individuals that operate programs or activities on the University's campus

Directors of programs or activities (Program Directors) of University and non-University Affiliated programs involving minors must

- 1) Register their program;
- 2) Coordinate and certify appropriate training; and
- 3) Coordinate and certify appropriate background checks.

Some details regarding each of these responsibilities follow below. Further details can be found in associated appendices.

#### 1. Register the program or activity involving minors

Program Directors must register their program with the Title IX Coordinator. In order to register a program or activity involving minors, fill out the Program or Activity with Minors Registration Form appended at the end of this policy and send to the University Title IX Coordinator (Nancy Berner) ([TitleIX@sewanee.edu](mailto:TitleIX@sewanee.edu)). The completed form (which includes Program Director required training be completed – see below) must be on file in the Title IX Coordinator's office 14 days prior to the opening date of the program or activity, or in the case of summer programs, by March 1 each year.

#### 2. Coordinate and certify training for individuals working with minors



page next to the "Learning Programs" tab. Scroll down the page to find the list of Courses. Click on each course title and then click "Print Certificate". NOTE: It can take an hour or so for your certificate to show up in this field (although mine were immediate). Attach this certification to the program registration form, due by March 1 (see above).

b. Supervisors and Individuals who stay overnight, or are regularly alone, with minors required training

Supervisors, and individuals who stay overnight, or are regularly alone, with minors must complete the one online training course entitled

- ¥ program and activity directors and supervisors (consult with the Title IX Coordinator, Nancy Berner, if you are unsure who needs a background check);
- ¥ those who stay overnight with minors; and
- ¥ those who regularly spend time alone with minors as part of their job responsibilities or role in a program involving minors.

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program's anticipated start date for further information about the procedures for ensuring that outside organizations meet these requirements.

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## APPENDIX C

### Working with Minors Guidelines

#### Information for Those Working with Minors in University -Run or -Affiliated Programs or Activities

Sewanee celebrates the presence of children in our campus community and is committed to ensuring the health, safety and well being of all children (those under the age of 18). To further this goal, this packet contains important information that individuals<sup>1</sup>

- ¥ Listen to and interact with minors and provide appropriate praise and positive reinforcement.
- ¥ Treat all minors in a group consistently and fairly, and with respect and dignity.
- ¥ Be friendly with minors within the context of the formal program or activity while maintaining appropriate boundaries.
- ¥ Maintain discipline and discourage inappropriate behavior by minors, consulting with your supervisors if you need help with misbehaving youth.
- ¥ Be aware of how your actions and intentions might be perceived and could be misinterpreted.
- ¥ Consult with other adult supervisors or colleagues when you feel uncertain about a situation.

DON'T

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Reporting:  
What to do if you suspect a minor has been abused  
or neglected or is otherwise unsafe

According to Tennessee State Law Citation: Tenn. Code Ann. §§ 37-1-403; 37-1-605, a report is required when a person knows or has reasonable

Training Certification

I hereby certify that I have read and understand the foregoing Information for Those Working with Minors in University-Run or -Affiliated Programs, and will comply with all reporting and other obligations for mandated reporters under Tennessee law. I have had an opportunity to raise any questions I have about this information and have done so if necessary.

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Signature

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Date

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Printed Name

Program/Activity in which you are participating:

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## APPENDIX D

### Criminal Background Checks for Those Interacting with Minors

The following categories of adults are required to undergo a criminal background check prior to their participation in University activities or programs involving minors:

- ¥ Directors and supervisors of programs involving minors, including those who are responsible for supervising those who interact with minors;









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REGISTRATION FORM  
PROGRAM or ACTIVITY

PROTECTION OF MINORS (Revised April 2016)

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PROGRAM EMPLOYEE INFORMATION

Program: \_\_\_\_\_ Start Date: \_\_\_\_\_ Date turned in: \_\_\_\_\_

Fill out table below. Add extra pages as necessary. Supply the names of all employees, staff and volunteers (including Program Director and supervisors) for your program. This completed form is due to the Title IX Coordinator (Nancy Berner, nberner@sewanee.edu or TitleIX@sewanee.edu) 7 days prior to the start date of your program. Also attach all signed training certifications from the last page of Appendix C, and the online certification form. Reproductions are OK.

Name	Required background check required (Y/N)	Certify required background check completed (Y/N)	List Necessary Training <sup>1</sup>	Verify Training is Completed <sup>2</sup>



<sup>1</sup> Specify necessary training as Appendices A & C only; Appendices A & C and online training