



NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY

EXTENDED CAMPUS:

ONLINE | CONTINUING EDUCATION | SUMMER SESSIONS

PROTECTION OF MINORS POLICY

SECTION 1111.1 POLICY STATEMENT

North Carolina Agricultural and Technical State University (N.C. A&T or University) is committed to the protection of minors who participate in activities on its campus, and/or activities conducted or sponsored by the University.

SECTION 1111.2 PURPOSE

This policy is adopted to establish minimum standards, to support the University's efforts in ensuring the safety of Minors participating in activities covered under this Policy, and in compliance with 1300.10 of the UNC Code.

SECTION 1111.3 SCOPE

This policy applies to all University students, employees, contractors and volunteers, who work closely with, supervise, instruct, or otherwise come into direct, non-incidental contact with minors. This policy also applies to activities or programs primarily serving or including minors that are conducted or sponsored by the University, whether located on the University's property or elsewhere; or conducted or sponsored by third parties on the University's property.

This Policy does not apply to: students under age 18 who are enrolled or admitted into the University; students enrolled in a co-operative innovative high school pursuant to N.C. Gen. Stat. § 115C-238.50 et seq.; and invited guest speakers, guest lecturers, or guest instructors whose interaction with minors is limited and occurs only in the presence of a covered individual.

SECTION 1111.4 DEFINITIONS

- (9) “Abused minor” means any juvenile under age 18 who is a victim of human trafficking or whose parent, guardian, custodian, or caretaker:
- Inflicts or allows serious physical injury by other than accidental means to be inflicted upon the minor;
 - Creates or allows the creation of a substantial risk of serious physical injury to the minor by other than accidental means;
 - Uses or allows cruel or grossly inappropriate procedures or cruel or grossly inappropriate devices to be used on the minor to modify behavior;
 - Commits, permits, or encourages the commission of a violation of laws specified in N.C. Gen. Stat. § 7B-101(1)d;
 - Creates or allows the creation of serious emotional damage to the juvenile; Encourages, directs, or approves of the minor’s commission of delinquent acts involving moral turpitude; or
 - Commits or allows the commission of an offense involving human trafficking, involuntary servitude, or sexual servitude against the minor.
- (9) “Covered individuals” means all individuals 18 years old or older, including University employees, volunteers, students and owners, employees and volunteers of third-party entities operating a covered program, who are designated to work closely with, supervise, instruct, chaperone, oversee, or otherwise come into direct, non-incidental contact with minors within a covered program.
- (9) “Covered programs” means activities or programs primarily serving or including minors, and are either conducted by the University, located on the University’s property or elsewhere; or conducted by a third-party individual or organization on the University’s property. Covered programs may include, but are not limited to: academic camps, athletic camps, and other enrichment programs, whether daytime only or overnight programs. Generally, covered programs do not include externally sponsored field trips or visits that bring minors onto the University’s property; programs or events that are open to the general public, such as concerts, theatrical performances, football games, and homecoming events; or programs designed exclusively for students enrolled or admitted into the University.
- (9) “Dependent minor” means a juvenile in need of assistance or placement because the juvenile has no parent, guardian, or custodian responsible for the juvenile’s care or supervision; or the juvenile’s parent, guardian, or custodian is unable to

provide for the juvenile's care or supervision and lacks an appropriate alternative childcare arrangement.

- (9) "Direct contact" means the care, guidance, control, or supervision of minors in group or one-to-one settings or potential for one-to-one interaction with minors.
- (9) "Juvenile" means a person who has not reached the eighteenth birthday, is not married, emancipated, or a member of the Armed Forces of the United States.
- (9) "Minor" means a juvenile who is participating in a covered program.
- (9) "Neglected minor" means any juvenile under age 18 years who is a victim of human trafficking, or whose parent, guardian, custodian, or caretaker:
 - does not provide proper care, supervision, or discipline; or
 - who has been abandoned; or
 - who is not provided necessary medical care; or
 - who is not provided necessary remedial care; or
 - who lives in an environment injurious to the juvenile's welfare; or
 - the custody of whom has been unlawfully transferred; or
 - who has been placed for care or adoption in violation of law.
- (9) (9) "University property" means all campus grounds, buildings, facilities, stadiums, or other improvements, that are owned, leased, used, or otherwise controlled by the University.

SECTION 1111.5 ROLES AND RESPONSIBILITIES

Appendix A to University Policy 1111, University Procedures and Guidelines, defines the roles and responsibilities of applicable University offices for activities involving minors.

SECTION 1111.6 REQUIRED PROCEDURES

Section 1111.6.1 Registration, Background Checks, and Training

- (d) All covered programs must be registered and approved by the University prior to the initiation of the program or activity.
- (d) All covered individuals in covered programs must complete a background check in accordance with University Policy 104, Background Checks.

- (d) Covered individuals and external organizations must complete annual University training or provide proof of training prior to engaging in activities subject to this Policy.
- (d) Covered programs and covered individuals shall not begin activities or duties as employees or volunteers until training, background checks, and clearances are completed and approved.

Section 1111.6.2 Mandatory Reporting for Abuse, Neglect, Dependency, or Death

- (d) Pursuant to N.C. Gen. Stat. § 7B-301, any person or institution who suspects that any juvenile is abused, neglected, or dependent, or has died as the result of maltreatment, shall report the case of that juvenile to the director of the department of social services in the county where the juvenile lives or is found.
 - The University Police Department can assist in providing contact information for reporting to social service agencies.
- (d) Mandatory reporting requirements apply to all persons, whether or not defined as covered individuals under this Policy.
 - Every University student, employee, contractor, volunteer, guest, and third-party entity or third-party entity individual has an obligation to immediately report instances or suspected instances of abuse, neglect or inappropriate interaction with minors to the University Police Department and, if applicable, to the respective organizer of a covered program.
 - For purposes of this Policy, immediately means within 24 hours of becoming aware of an instance or suspected instance of abuse, neglect, dependency or death involving a minor.
- (d) North Carolina law protects individuals who report and cooperate in assessing inappropriate conduct or suspected inappropriate conduct in good faith from criminal and civil liability. A good-faith report of suspected abuse or neglect must not be retaliated against.
- (d) When an organizer of a covered program suspects inappropriate conduct or receives an allegation of inappropriate conduct, the program organizer must immediately:

- (3) Ensure the safety of all minors participating in the program, which may include removal of minors from dangerous or potentially dangerous situations;
- (3) Notify police; and
- (3) Discontinue the covered individual's further participation in all activities covered by this Policy if the covered individual is participating in a covered program until the suspected inappropriate conduct is satisfactorily resolved.

SECTION 1111.7 POLICY REVIEW

This policy will be reviewed and revised as necessary every two (2) years.

POLICY HISTORY:

Eff. March 23, 2020

Revised Eff. July 1, 2021

AUTHORITY: Board of Trustees

POLICY OWNER: Vice Chancellor for Legal Affairs, Risk, and Compliance/General Counsel

RESPONSIBLE OFFICE: Office of Enterprise Risk Management and Compliance **RESOURCES:**

[N.C. Gen. Stat. § 7B-101](#)

[N.C. Gen. Stat. § 7B-301](#)

[N.C. Gen. Stat. § 115C-238.50](#)

[UNC Policy Manual 1300.10](#), Policy on Protection of Minors on Campus