The University of Akron's Youth Protection Policy

Purpose:

The University of Akron is committed to providing a safe and secure environment for Youths that participate in Youth Programs at the University. This Policy establishes requirements and resources for members of the University community who coordinate, work in or with, or are otherwise involved in the University's Youth Programs. The University expects that this Policy and the associated *Youth Protection Program Guidelines* will evolve over time. Any changes will be communicated to the University community.

Applicability:

Persons covered:

This Policy applies to University employees (including faculty, staff, student employees, graduate assistants, and other full-time, part-time, or temporary employees), students, and/or volunteers working with, coordinating, or otherwise involved with Youth Programs. All such people are responsible for following this Policy, the University's *Youth Protection Program Guidelines* (as applicable), any other applicable University policies, and all applicable legal requirements including <u>Ohio Revised Code Sections 2151.421</u> (reporting child abuse or neglect) and <u>2921.22</u> (failure to report a crime).

Programs covered:

This Policy applies to all Youth Programs affiliated with the University, including University-Sponsored Youth Programs and Third-Party Sponsored Youth Programs.

This policy does <u>not</u> apply to programs or other events at University Facilities open to the public that Youths attend. Parents or guardians are expected to provide supervision over Youths during such times.

Definitions:

Program Director – The person that is responsible for the operation of the Youth Program and who oversees Youth Program Personnel.

Program Participant – A Youth participating in a Youth Program.

Program Personnel (or Personnel) - University employees (including faculty, staff, student employees, graduate assistants, and other full-time, part-time, or temporary employees), students, and/or volunteers working directly with Youth Programs.

Third-Party Youth Programs – Youth Programs that are organized and sponsored by an individual or entity <u>other than</u> the University and/or its academic, athletic, or administrative departments (Third Parties), who have permission from the University to access and utilize University Facilities via a facility usage, lease, or other agreement, such that the Third-Party has care, custody, and control of the participating Youths.

University Facilities – Any facility, building, or land that is owned, leased, or controlled by the University (including its regional campuses).

University-Sponsored Youth Programs – Youth Programs operated or sponsored by the University and/or its academic, athletic, or administrative departments, such that the University has care, custody, and control of the participating Youths.

Youth – Any person under the age of 18 (also referred to as a minor or child) or any person 19 - 21 years old incapable of self-care because of a mental or physical disability who is a participant in a Youth Program. This does <u>not</u> include a person under the age of 18 while engaged as an enrolled student for academic credit at the University.

Youth Programs – Activities, events, and other programs designed for or involving Youth, including in person, virtual, or hybrid participation, whether held on or off University Facilities. Examples include camps (day and overnight), conferences, academic events, field trips, lessons, instructional programs, sports, and recreational activities.

Requirements:

University-Sponsored Youth Programs:

Program Directors and Personnel of University-Sponsored Youth Programs are responsible for following the University's *Youth Protection Program Guidelines*, which includes requirements for:

- Registration and approval
- Background checks and self-disclosure
- Training
- Documentation
- Marketing materials
- Supervision
- Medical information and medication management
- Safety protocols and emergency response
- Data protection and reporting

Third Party-Sponsored Youth Programs:

University employees or volunteers coordinating Third-Party Youth Programs (or the associated use or rental agreements or other types of arrangements with Third Parties) are responsible for implementing the appropriate contract terms and any additional requirements established by the University's Office of General Counsel, Compliance and Risk Management Office, or the respective University department.

Reporting:

People covered by this Policy must adhere to obligations that may be imposed by applicable law, including but not limited to <u>Ohio Revised Code 2151.421</u> (reporting child abuse or neglect) and <u>2921.22</u> (failure to report a crime).

Program Directors and Personnel are considered "mandatory reporters" for purposes of the University's <u>Gender-Based Misconduct and Title IX Policy and Protocol</u>, and must follow the requirements and processes for reporting any gender-based misconduct of which they become aware, observe, or believe has occurred during a University-Sponsored Youth Program.

The safety and well-being of participants in Youth Programs is important to the University. The University depends on the People covered by this Policy and the broader University community to report concerns involving Youths. To report any other type of concern or get support, please contact:

- The University of Akron Police Department 24 hours/day at 330-972-2911
- Human Resources at (330) 972-7300
- The Compliance and Risk Management Office
- The University's reporting helpline at 1-844-734-3645 or online

Enforcement:

Investigations of allegations of child abuse or neglect will be conducted in accordance with law enforcement agencies, child protective services, and University procedures.

Violations of alleged or suspected violation of this Policy will be investigated and may be subject to discipline in accordance with University procedures.

University policy as well as state and federal law prohibit retaliation against individuals for making a complaint of harassment or discrimination, for assisting an individual in making a complaint, or for participating in an investigation to evaluate a complaint.

Last Revised: December 5, 2023