

**Title: Benedictine University Policy Regarding Minors on Campus****Date of Issuance: January 20, 2020****Departments Responsible: Human Resources, Compliance, Academic Affairs**

### Background

Benedictine University (the “University”) is committed to promoting a high quality, secure and safe environment for minors who are active in the University community. This Policy establishes consistent standards intended to support the University in meeting its commitments to promote the protection of minors who participate in activities sponsored by the University and to inform all members of the University community of their obligation to report any instances of known or suspected child abuse or neglect. We welcome minors on campus for a variety of specific reasons, including as prospective students; as enrollees in a university-sponsored programs or camps; school visits to the Jurica-Suchy Nature Museum; and as participants of other University-sponsored programs appropriate for minors.

### Policy Statement

This policy provides guidelines governing interactions between minors and University students, faculty, staff and volunteers in University-run or affiliated programs. For purposes of this policy, University affiliated programs or activities includes student placements at internship or clinical sites, student teaching/field placement sites, and/or any other academic credit-bearing activities with external sites. When schools and/or departments place students at external sites, students are obligated to comply with the external site’s policies and procedures as well as all aspects of this policy.

### Applies To

This policy applies to all University employees, including administrators, faculty, staff, students, volunteers, interns and others (“Authorized Adult”) having direct contact with minors to promote their protection, to fulfill our obligations as Mandated Reporters by law, and to provide the best possible experience for any child visiting our campuses or in University-related programs.

### Definitions

**Authorized Adult:** A University administrator, faculty, staff, volunteers, or interns who has (1) successfully passed a background screening and (2) completed the University’s minor’s protection training Protecting God’s Children within the last year.

**Criminal Background Check:** A criminal history search that is consistent with new hire process, which has been successfully completed.

**Child Abuse:** A child whose parent or immediate family member, or any person responsible for the child’s welfare, or any individual residing in the same home as the child, or a paramour of the child’s parent:

- i. Inflicts, causes to be inflicted, or allows to be inflicted upon such child physical injury, by other than accidental means, which causes death, disfigurement, impairment of physical or emotional health, or loss or impairment of any bodily function;

## Policy Regarding Minors on Campus

---

- ii. Creates a substantial risk of physical injury to such child by other than accidental means which would be likely to cause death, disfigurement, impairment or physical or emotional health, or loss or impairment of any bodily function;
- iii. Commits or allows to be committed any sex offense against such child, as such sex offenses are defined in the Criminal Code of 2012 or in the Wrongs of Children Act, and extending those definitions of sex offenses to include children under 18 years of age;
- iv. Commits or allows to be committed an act or acts of torture upon such child;
- v. Inflicts excessive corporal punishment or, in the case of a person working for an agency who is prohibited from using corporal punishment, inflicts corporal punishment upon a child or adult resident with whom the person is working in his or her professional capacity;
- vi. Commits or allows to be committed the offense of female genital mutilation, as defined in Section 12-34 of the Criminal Code of 2012, against the child;
- vii. Causes to be sold, transferred, distributed, or given to such child under 18 year of age, a controlled substance as defined in Section 102 of the Illinois Controlled Substances Act in violation of Article IV of the Illinois Controlled Substances Act or in violation of the Methamphetamine Control and Community Protection Act, except for controlled substances that are prescribed in accordance with Article III of the Illinois Controlled Substances Act and are dispensed to such child in a manner that substantially complies with the prescription; or
- viii. Commits or allows to be committed the offense of involuntary servitude, involuntary sexual servitude of a minor, or trafficking in persons as defined in Section 10-9 of the Criminal Code of 2012 against the child.

A child shall not be considered abused for the sole reason that the child has been relinquished in accordance with the Abandoned Newborn Infant Protection Act.

**Child Neglect:** Any child who is not receiving the proper or necessary nourishment or medically indicated treatment including food or care not provided solely on the basis of the present or anticipated mental or physical impairment as determined by a physician acting alone or in consultation with other physicians or otherwise is not receiving the proper or necessary support or medical or other remedial care recognized under State law as necessary for a child's well-being, or other care necessary for his or her well-being, including adequate food, clothing and shelter; or who is subjected to an environment which is injurious insofar as (i) the child's environment creates a likelihood of harm to the child's health, physical well-being, or welfare and (ii) the likely harm to the child is the result of a blatant disregard of parent, caretaker, or agency responsibilities; or who is abandoned by his or her parents or other person responsible for the child's welfare without a proper plan of care; or who has been provided with interim crisis intervention services under Section 3-5 of the Juvenile Court Act of 1987 and whose parent, guardian, or custodian refuses to permit the child to return home and no other living arrangement agreeable to the parent, guardian, or custodian can be made, and the parent, guardian, or custodian has not made any other appropriate living arrangement for the child; or who is a newborn infant whose blood, urine, or meconium contains any amount of a controlled substance as defined in subsection (f) of Section 102 of the Illinois Controlled Substances Act or a metabolite thereof, with the exception of a controlled substance or

## Policy Regarding Minors on Campus

---

metabolite thereof whose presence in the newborn infant is the result of medical treatment administered to the mother or the newborn infant. A child shall not be considered neglected for the sole reason that the child's parent or other person responsible for his or her welfare has left the child in the care of an adult relative for any period of time. A child shall not be considered neglected for the sole reason that the child has been relinquished in accordance with the Abandoned Newborn Infant Protection Act. A child shall not be considered neglected or abused for the sole reason that such child's parents or other person responsible for his or her welfare depends upon spiritual means through prayer alone for the treatment or cure of disease or remedial care as provide under Section 4 of this Act. A child shall not be considered neglected or abused solely because the child is not attending school in accordance with the requirements of Article 26 of The School Code, as amended.

**Mandated Reporter:** An individual designated under (325 ILCS 5/4) as someone who is required to report or cause a report to be made of Child Abuse or Child Neglect. All employees of the University, except student employees, are Mandated Reporters under state law. (See Appendix B – Mandated Reporter Information)

**Minor:** Any individual under the age of 18, who has not been legally emancipated.

**University Sponsored Activities:** A program or activity open to the participation of minors that is sponsored, operated, or supported by the University.

### **Criminal Background Check**

All Authorized Adults who will be working with, supervising, or otherwise overseeing minors in University-sponsored programs or activities are required to clear a criminal background check prior to being hired by the University. Authorized Adults who work in seasonal programs and are not continuously employed by the University must clear another criminal background check prior to returning for a subsequent season. It is the responsibility of the program director of each covered program to ensure that each Authorized Adult has cleared a criminal background check and been cleared to participate. Human Resources (HR) maintains the list of individuals who have been cleared to participate.

As part of the agreement to operate on campus, non-university organizations and entities that operate programs or activities on campus involving minors must conduct criminal background checks of their employees, volunteers, and representatives that are consistent with the University's requirements and must attest that such background checks have been completed.

Under no circumstances shall an individual be permitted to participate in the operation of the program, including contact with any minors and involvement in program activities, if the individual has been convicted of a crime against persons (including a child), sex offense, drug offense, crime involving fraud or deception, or other crime of violence or bodily harm.

### Mandated Reporter Training Requirements

All Authorized Adults who work in a program specifically designed for minors, or who direct or supervise such a program are required to participate in targeted online training designed to teach appropriate codes of conduct with minors; awareness of signs of possible abuse, molestation or neglect; and how to report such suspicions. All new University employees who direct or supervise programs with minors must complete the online training within two weeks of hire; continuing employees must complete refresher online training annually. All students and volunteers must complete the online training prior to starting work with minors. The training must be documented with the participant signing a statement indicating that s/he has completed the online training and received this policy. Human Resources retains these training certifications. Non-university organizations and entities that operate programs or activities on campus involving minors must provide training to their staff consistent with the University's requirements, and must complete a certification form attesting that such training has been completed.

Failure to meet any of these requirements will preclude faculty, staff, students or volunteers from working with minors.

Click on this link to get to the **Mandated Reporter** training for Illinois.

<https://mr.dcfstraining.org/UserAuth/Login!loginPage.action>

### Reporting Requirements

All Authorized Adults have a personal responsibility to report any instances of known or suspected abuse, molestation or neglect relating to minors. Two reports must be made:

**First report** – Must be placed to the Illinois Department of Children and Family Services (DCFS) Child Abuse Hotline at (800) 252-2873. <https://www2.illinois.gov/dcf/safekids/reporting/pages/index.aspx>

**Second report** - Dial 911 to notify the local law enforcement of the suspected abuse, molestation or neglect relating to minors.

### Enforcement

Violations of this policy may result in appropriate disciplinary measures in accordance with University Code of Conduct for all faculty, staff, students and volunteers. The University may also take necessary interim actions while determining whether a violation has occurred. The University may terminate relationships or take other appropriate actions against non-university entities that violate this policy.

### Exceptions

The following exceptions or special circumstances are NOT subject to this policy:

- Office of Admissions or other departmental recruiting visit programs, which involve minors visiting campus with their parents, legal guardians, or any other adult acting as guardian for the event.
- Incidental visits by individual minors interacting with University faculty or staff, but not as part of a coordinated program offering.
- Events open to the public.

Additional Resources:

Manual for Mandated Reporters -

[https://www2.illinois.gov/dcfs/safekids/reporting/documents/cfs\\_1050-21\\_mandated\\_reporter\\_manual.pdf](https://www2.illinois.gov/dcfs/safekids/reporting/documents/cfs_1050-21_mandated_reporter_manual.pdf)

DCFS Child Protection - <https://www2.illinois.gov/dcfs/safekids/reporting/Pages/index.aspx>

**Date of Issuance: January 20, 2020**

**Last Revised: November 27, 2023**

**Departments Responsible: Academic Affairs, Compliance, Human Resources**