

Programs for Minors on Campus

Training for Covered Adults (July 2021)

TBR COMMITMENT

TBR institutions are committed to promoting a safe environment for children who participate in on-campus programs and activities, as well children who take part in off-campus programs and activities sponsored by a college.

TBR and institutional policy are designed to foster a culture committed to preventing, recognizing, reporting, and addressing child abuse and child sexual abuse.

Training Goals

- Reporting—when and how to report
- Responsibilities—your responsibilities as a “Covered Adult”
- Prevention—actions prohibited by policy
- Recognition—understand and recognize potential child abuse

Reporting Obligations

Tennessee law requires reporting by ANY PERSON who:

- (a) knows of PHYSICAL or MENTAL HARM to a child if
 - (i) the nature of the harm reasonably indicates it was caused by brutality, abuse, or neglect, or
 - (ii) on the basis of available information, the harm reasonably appears to have been caused by brutality, abuse or neglect.
- (b) knows or has reasonable cause to believe that a child has been SEXUALLY ABUSED, regardless of whether the child has sustained an apparent injury as a result of the abuse.

These laws apply to ALL adults, even if the child abuse or child sexual abuse did not occur in connection with a Covered Program.

External Reporting

- Call 911 for a life-threatening emergency
- Reports of child abuse or child sexual abuse must be made immediately to the Tennessee Department of Children's Services at the Central Intake Child Abuse Hotline:

1-877-542-2873

or

1-877-237-0004

Internal Reporting Requirements

- Must make a report both to DCS and INTERNALLY
- Internal reporting--after reporting to the Department of Children's Services, report to
 - The Programs for Minors Coordinator (PMC) or Program Director
 - Employees should also report to their supervisor
- The PMC/PD/supervisors must
 - Ensure that a report has been made to DCS
 - Inform the President
- The PMC/PD/Supervisor/President must report to person responsible for Clery Act compliance.

Covered Adults

A man wearing glasses and a blue short-sleeved shirt is focused on working with a complex piece of machinery. The machinery has various pipes, valves, and a red perforated metal panel. The background is slightly blurred, showing what appears to be a laboratory or industrial setting. The entire image has a blue color overlay.

“Covered Adults” are individuals eighteen (18) years of age and older who are expected to have direct contact with a minor in a Covered Program by reason of their employment, contractual, or volunteer status with the institution. Covered Adults can be employees, volunteers, or contractors and can include students.

Covered Adult Obligations

- Make reasonable efforts to ensure the safety of minors participating in Covered Programs. They should remove minors from dangerous or potentially hazardous situations.
- Pay attention to safety of minors in Covered Programs.
- Notify Programs for Minors Coordinator or Program Director if other Covered Adults in the program engage in behavior on the following slides.

Covered Adults Must NOT

- Be alone with a minor
- Be alone in a vehicle with a minor (even with parental consent)
- Have physical contact or communicate (either in person or electronically) with minors, except as appropriate to the nature of the program
- Use college facilities or resources to interact with minors outside of the Program
- Meet a minor off-site or after hours, even if another Covered Adult is present
- Permit minors in dangerous places (e.g., welding labs)

Covered Adults Must NOT

- Strike, slap, administer corporal punishment, or touch minor inappropriately
- Humiliate, threaten, ridicule, or degrade a minor
- Use language encouraging a minor to keep a secret (“This is just between us”)
- Wear inappropriate clothing while interacting with minors
- Sleep in the same room or enclosed space (i.e., a tent) as a minor
- Dress or undress in the presence of a minor
- Shower or bathe in the presence of a minor
- Invade privacy (e.g., intruding on showers or changing activity)
- These prohibitions do not apply to relatives

Covered Adults Must NOT

- Possess or use alcohol, illegal drugs or be under the influence during a Covered Program
- Provide alcohol, tobacco, drugs, prescription drugs, or medication to a minor
- View pornography during the Program, make pornography available to a minor, or assist a minor in gaining access
- Take a photo or video of a minor or post information about a minor on the internet without written permission of parent or guardian.
- Give a personal gift to a minor

Types of Child Abuse

- **Physical abuse:** Non-accidental trauma or physical injury of a child, or failure to protect a child from harm.
- **Neglect:** Failure to provide for a child's physical survival needs to the extent that there is harm, or risk of harm, to the child's health or safety.
- **Sexual abuse:** When a child is involved in intentional sexual acts that produce sexual arousal and/or gratification for the perpetrator or sexual behaviors/situations in which there is a sexual component.
- **Psychological harm:** A repeated pattern of caregiver behavior or extreme incident(s) that convey to children they are worthless, flawed, unloved, unwanted, endangered. May include both abusive acts against a child and failure to act.

Tenn. Dept of Children's Services, <https://www.tn.gov/dcs/program-areas/child-safety/reporting/faqs.html>

Possible Indicators of Abuse/Neglect

- The child has repeated injuries that are not properly treated or adequately explained.
- The child begins acting in unusual ways ranging from disruptive and aggressive to passive and withdrawn.
- The child acts as a parent toward his or her brothers and sisters or even toward their own parents.
- The child may have disturbed sleep (nightmares, bed wetting, fear of sleeping alone, and needing nightlight).

Possible Indicators of Abuse/Neglect

- The child loses his/her appetite, overeats or may report being hungry.
- There is a sudden drop in school grades or participation in activities.
- The child may act in ways that are developmentally inappropriate, such as sexual behavior that is not normal for his/her age group.
- The child may report abusive or neglectful acts.
- *Note: The above signs can indicate something is wrong but do not necessarily indicate abuse or neglect.*

Tenn. Dept of Children's Services, <https://www.tn.gov/dcs/program-areas/child-safety/reporting/faqs.html>

Questions?

- Consult institutional Programs For Minors on Campus Policy for additional information.
- The institution's Programs for Minors Coordinator is available to answer additional questions.