



UNIVERSITY of
DENVER

**UNIVERSITY OF DENVER
POLICY MANUAL
PROTECTION OF MINORS ON CAMPUS**

Responsible Department: Enterprise Risk Management, and Human Resources and Inclusive Community
Recommended By: Provost, VC Business and Financial Affairs, VC Human Resources and Inclusive Community
Approved By: Chancellor

Policy Number
2.50.060

Effective Date
6/8/2018

I. INTRODUCTION

The University is dedicated to the safety and welfare of minors on our campus. We are committed to keeping minors safe as they learn, play, and develop in programs at our campus and facilities. This Policy establishes criteria to minimize the risk of injury to minors and to promote an environment conducive to the accomplishment of the University's mission. The University prohibits abuse or neglect of, or inappropriate conduct involving, minors by any person on its campus or involved with University programs.

II. POLICY OVERVIEW

This Policy applies to all University trustees, officers, faculty, staff, students, and individuals providing services for the University as contractors or volunteers (collectively referred to as "University-Related Individuals"). The University expects all University-Related Individuals to adhere to and act in accordance with this Policy and the procedures implemented to enforce it.

University-Related Individuals are expected to make reasonable efforts to ensure the safety of all minors on University campus. For purposes of this Policy, a minor is a person under the age of eighteen (18).¹

III. PROCESS OVERVIEW

To ensure we provide a safe environment for minors, the University will develop, implement, and update procedures necessary to further this Policy, recognizing that the ability of University-Related Individuals to ensure safety of minors is greater in cases where University-Related Individuals are directly involved in the supervision of the minors. University procedures are subject to the following principles:

¹ Colorado law provides several different age-related definitions of a minor, depending on the circumstances. This Policy chooses age 18 as the cut-off, which is consistent with the definition contained in the Colorado Children's Code. *See* Colorado Revised Statute section 19-1-103(8) (a).

1. University-Related Individuals must not engage in any activity with a minor that a reasonable person could interpret as inappropriate while involved in, or purportedly involved in, duties on behalf of the University or while on University property.
2. University-Related Individuals must report immediately to appropriate University administrators suspected or actual instances of neglect, abuse, or inappropriate interactions with any minors on campus or while involved in University programs. With regard to minors on campus, this reporting requirement applies regardless of whether an affected minor is participating in a University program.
3. When required by Colorado law, University-Related Individuals must report to appropriate state or local government officials suspected or actual instances of neglect, abuse, or inappropriate interactions with any minors on campus.
4. University-Related Individuals are empowered to intervene to protect any minors on campus, whether or not involved in University programs, and all members of the University community share the responsibility to ensure the highest standards for protection on University campus.

IV. DEFINITIONS

1. "**University-Related Individuals**" - *see* Section II.
2. "**Minor**" – *see* footnote 1.