

# MISSOURI SOUTHERN STATE UNIVERSITY POLICY

Policy #:		Effective:	July 2017*	Category:	All University Employee Policies
Name:	<b>MINORS ON CAMPUS POLICY</b>				

## 1.0 PURPOSE

The purpose of the policy is to provide guidance to University employees regarding the policy below in order to comply with the standards set forth by the University. This policy is necessary in order to maintain an effective and compliant workforce that meets the University mission.

## 2.0 SCOPE

University Employee Policy

## 3.0 POLICY

Minors come to the Missouri Southern State University campus, for a variety of reasons. They may visit as prospective students, as participants on field trips or community service projects, or to attend camps or athletic events. Whatever the reason for their presence, the University's personnel are to be particularly vigilant regarding their safety and security.

### Reporting Suspected Abuse or Neglect

Consistent with Missouri law, it is the University's policy that any employee who has reasonable cause to suspect that a minor child has been or may be subjected to abuse or neglect or observes a child being subjected to conditions or circumstances that would reasonably result in abuse or neglect shall immediately make a report to the Children's Division Child Abuse and Neglect Hotline (1-800-392-3738). Subsequently, the reporter should provide relevant information to the following College official: Evan Jewsbury, Director of Human Resources (417-625-9805 or [jewsbury-e@mssu.edu](mailto:jewsbury-e@mssu.edu)). The University cannot begin an investigation into the matter until the reporter has made the report to the Missouri hotline.

For purposes of reporting suspected abuse or neglect under this policy, a minor child is any person under the age of eighteen years old.

For purposes of this policy, "employee" includes students who are working with minor children in a field experience, clinical environment, camp setting, or other similar situations (e.g., student teachers, nursing interns, camp counselors, etc.).

"Reasonable cause" does not require that the individual making the observation conduct an investigation prior to making the report of his or her suspicion that a child has been abused or neglected or is at risk of it.

The University will ensure that any employee making a report of child abuse or neglect has immediate and unrestricted access to communications technology necessary to make an immediate report and will temporarily relieve the employee of other work duties so that a report can be made.

If there is reason to believe that the victim of the abuse or neglect is a resident of another state or was injured as a result of an act that occurred in another state, the report may be made to the child protection agency of that other state having authority to receive such reports pursuant to that state's laws in lieu of reporting it on the Missouri Children's Division Child Abuse and Neglect Hotline. If that other state's agency accepts the report, no report is required to be made to the Missouri hotline, though it is still appropriate to do so.

Missouri law grants any person making a good faith report of suspected child abuse or neglect immunity from any liability, civil or criminal, that might otherwise result by reason of such action.

Nothing in this policy is intended to prevent non-employees, such as students and visitors, from making a report if they have reasonable cause to suspect that child abuse or neglect has occurred or may occur.

#### **4.0 HISTORY**

This policy may be revised, edited, changed or removed at any time with or without notice to applicable individuals.

#### **5.0 RELATED DOCUMENTS**