



UNIVERSITY
of ALASKA

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UNIVERSITY OF ALASKA SYSTEM

PROTECTION OF MINORS HANDBOOK

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1.0 Purpose

The University of Alaska System (UA) Protection of Minors handbook provides additional information, guidelines, form and details for the implementation of the Protection of Minors regulations, <http://www.alaska.edu/bor/policy/09-12.pdf>

The handbook is primarily intended for the use of supervisors, administrators, and the University of Alaska as an organization.

2.0 Scope

[No further information at this time]

3.0 Definitions

[No further information at this time]

4.0 Implementation

[No further information at this time]

5.3 Screening and Selection for Work with Minors

Remember from our Directors training that careful screening and selection of the employees in your program is one of the most important tools you have to protect the minors you invite to participate in your programs. The design and attention you give to reading your applications, your interview process, and the use of references (including a personal reference), and background checks, are all essential steps in the process.

Screening and selection

The following screening and selection guidelines from UA's consultant, Praesidium, are available from university risk management, university Protection of Minors Committee, or Chief Risk Officer:

- High Risk Indicators for Applications (copyright Praesidium)
- Standardized Interview Questions and Interpretive Guide (copyright Praesidium)
- Sample Reference Questions and Interpretive Guide (copyright Praesidium)
- Sample Procedure for Criminal Background Review (copyright Praesidium)

Background checks

For “Authorized Adults,” regulations require:

- 4. A county criminal background check in all counties where the applicant has lived the last 7 years; a multi-state criminal background check with Social Security Number Trace and Alias Search; and a national sex offender registry check.

For “Supervised Adults,” regulations require:

- 4. A national sex offender registry check.

UA Truescreen service

Background checks which meet the recommended guidelines for BOTH Authorized and Supervised Adults can be arranged through university Human Resources departments using True Screen Services. See pricing chart below. Prices and services subject to change – consult with Human Resources.

True Screen pricing as of March, 2015	
Basic SSN Alaska Statewide Criminal - all AKAs County Criminal - all counties of residence outside of Alaska; all AKAs National Criminal - all AKAs National Sexual Offender - all AKAs	\$47.20
Basic + Credit Credit Report Alaska Statewide Criminal - all AKAs County Criminal - all counties of residence outside of Alaska; all AKAs National Criminal - all AKAs	\$49.70
Basic + MVR SSN Alaska Statewide Criminal - all AKAs County Criminal - all counties of residence outside of Alaska; all AKAs National Criminal - all AKAs National Sexual Offender - all AKAs MVR	\$55.95
Basic + Employment + Education SSN Alaska Statewide Criminal - all AKAs County Criminal - all counties of residence outside of Alaska; all AKAs National Criminal - all AKAs National Sexual Offender - all AKAs Employment - 5 yrs or up to 3 Education - highest degree	\$81.70

<p>Basic + Employment + Education + MVR SSN Alaska Statewide Criminal - all AKAs County Criminal - all counties of residence outside of Alaska; all AKAs National Criminal - all AKAs National Sexual Offender - all AKAs Employment - 5 yrs or up to 3 Education - highest degree MVR</p>	<p>\$97.45</p>
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Negative findings on background checks

If a background check comes back with a negative finding, refer up your supervisory chain. Supervisors and administrators must immediately involve the appropriate Human Resources consultant and potentially the Office of General Counsel (OGC). These offices will guide you in the appropriate steps to take regarding negative findings on background checks. Do not release information to the applicant without consulting first with your Human Resource and OGC expert advisors.

6.0 Training Requirements

As of March, 2015, training is available through our consultant Praesidium and is included in the Praesidium contract. The training is web-based, tracked by Praesidium, available at different levels, and for different types of programs.

Armatus® is the training program for Praesidium.

UA-Required Training Content and Delivery Methods

<i>Audience</i>	<i>Content</i>	<i>Timetable</i>	<i>Delivery Method</i>	<i>Armatus® Modules</i>
All employees, students, interns, and non-volunteer authorized adults	Abuse Prevention	Prior to having access to minors (and no later than 30 days after live training or hire date)	Live Training or Armatus® Online Training	<ul style="list-style-type: none"> • Meet Sam • It Happened to Me • Mandated Reporting • UA or Program Policies
All volunteers	Abuse Prevention	Prior to having access to minors	Armatus® Online Training	<ul style="list-style-type: none"> • Abuse Risk Management for Volunteers • UA or Program Policies
All administrators and	Abuse	Prior to making	Live Training	

Audience	Content	Timetable	Delivery Method	Armatus® Modules
supervisors responsible for monitoring, supervising, and responding	Prevention in Screening and Selection; and Incident Investigation	hiring decisions and prior to conducting investigations		
Returning employees, volunteers, students, interns, and authorized adults (who previously participated in live or Armatus® training)	Refresher Abuse Risk Management Training	Employment or volunteer anniversary date	Live Training or Armatus® Online Training	<ul style="list-style-type: none"> • Refresher Module • Mandated Reporting • UA or Program Policies

Additional Program-Specific Courses:

Audience	Content	Timetable	Delivery Method	Armatus® Modules
All student teachers		Prior to teaching	Armatus® Online Training	<ul style="list-style-type: none"> • Keeping Your School Safe
All authorized adults who work with or around minors under the age of 11 years		Prior to having access to minors	Armatus® Online Training	<ul style="list-style-type: none"> • Preventing Sexual Activity Between Young Children
All authorized adults who work with or around minors 12 years or older				<ul style="list-style-type: none"> • Bullying and Hazing
Overnight camp employees, volunteers, students, interns, and authorized adults		Prior to the start of camp	Armatus® Online Training	<ul style="list-style-type: none"> • Keeping Your Camp Safe
Day camp employees, volunteers, students, interns, and authorized adults		Prior to the start of camp	Armatus® Online Training	<ul style="list-style-type: none"> • A Day at Day Camp

7.0 Code of Behavior

University of Alaska programs serving minors are required to include a signed code of behavior that includes a minimum statement about behaviors. Before starting to work in a program, an employee should sign this code of behavior.

See appendix A for form for the Code of Behavior.

8.0 Reporting and Response

8.1 General Information

Because UA is dedicated to maintaining zero tolerance for all forms of child maltreatment, the obligation to **report and respond** to child abuse, **and to behaviors that violate the code of behavior**, is shared among:

- Individuals
- Supervisors / Administrators
- The University of Alaska (UA)

Supervisors / Administrators have learned from their training that abuse is not often observed directly but that indicators or suspicions of abuse may be observed. The Protection of Minors program is behaviorally based, and all university employees are asked to report behaviors that are suspicious or that violate the code of behaviors listed in the Code of Behaviors under 7.0.

Once these behaviors are reported, supervisors and administrators are obligated to take action as described in this handbook, and to engage senior management. Although four primary obligations are discussed in this handbook, a wider variety of behavior is possible, and all employees are encouraged to discuss concerns with appropriate supervisors, administrators, the toll free hotline at toll free at (855) 251-5719, the Chief Risk Officer at (907) 450-8153, or the Office of General Counsel at (907) 450-8080, or Praesidium at (817) 801-7773.

Four major abuse scenarios, which require reporting and response, are:

- Behavior of concern (suspicious or inappropriate behavior)
- Suspected abuse or neglect
- Mandated reported
- Minor to minor abuse

8.2 Reporting Channels

If at any time individuals believe a minor is in imminent physical danger, call 911 immediately.

8.2.1 Individuals

Report to UA by notifying any of the following contacts:

- Supervisor or University Administrator
- UA Confidential Hotline, available [online](#) or toll free at (855) 251-5719

8.2.2. Supervisors and UA Administrators

As a supervisors or administrator, once an individual makes a report to you, you will need to follow the guidelines within the UA handbook for both **reporting and response in each situation**, and also any appropriate program and university procedures. **A report also needs to be made to the Chief Risk Officer at (907) 450-8153.**

8.2.3. Mandated Reporters

UA encourages everyone (even those who are not considered mandated reporters) to report any suspected abuse or neglect of a minor to OCS. If the individual has questions about being a mandated reporter, consult the appropriate supervisor or the Office of General Counsel (907) 450-8080 for guidance. Supervisors need to understand whether or not their particular program is affected by the Alaska statute or other local regulations regarding mandated reporting and be ready to advise their employees, or ready to refer their employees to the Office of General Counsel.

Be aware of this section within UA Regulations.

<http://www.alaska.edu/bor/policy/09-12.pdf>

and within Alaska code

[Alaska Code § 47.17.020](#)

8.3 Reporting Behavior of Concern (Suspicious or Inappropriate Behaviors) (

Reporting “Behavior of Concern” relates to reports arising from violations of the Code of Behavior (Section 7.0). Employees in your programs should have signed the Code of Behavior before starting to work in your programs. Individuals are directed to report any violations of this code of behavior, including but not limited to:

**Examples of Suspicious or Inappropriate Behaviors
Involving Adults and Minors**

- Violation of UA's protection of minors or abuse prevention policies
- Seeking private time or one-on-one time with minors
- Buying gifts for individual minors
- Making suggestive comments to minors
- Picking favorites

Supervisors and administrators should take all reports of suspicious or inappropriate behavior with minors seriously. UA's procedures will be carefully followed to ensure that the rights of all those involved are protected.

A. UA Individual Response. Note that the observing individual is instructed to do the following:

Guidelines for UA Individuals in Response to Suspicious or Inappropriate Behavior

- Interrupt the behavior.
- Report the behavior to a supervisor or administrator and/or make an anonymous report. If the report is about a supervisor or administrator, contact the next level of management.
- Document the report but do not conduct an investigation.
- Keep reporting until the appropriate action is taken.

B. Supervisor or Administrator Response. In the event that a supervisor or administrator receives a report of suspicious or inappropriate behaviors or policy violations involving an employee, volunteer, student, intern, or authorized adult the supervisor or administrator is instructed to do the following:

**Guidelines for Supervisors or Administrators
in Response to Behavior of Concern (Suspicious or Inappropriate Behavior)**

- Supervisors report to the next level of administration and determine the appropriate administrator to respond to the concern.
- Supervisors coordinate with the appropriate administrator to complete the following:
 - Determine the appropriate response based on the report.
 - Speak with the individual who has been reported.
 - Review the file of the individual to determine if similar complaints were reported.
 - Document the report on the appropriate form(s).
 - If appropriate, notify parents and/or guardians.
 - Advise the person who reported the behavior that the report is being taken seriously.

If at any point in gathering information about a report of suspicious or inappropriate behavior, a concern arises about possible abuse, contact the state authorities, file a report, and follow the procedures in Section 7.2 below.

Based on the information gathered, the following may be required:

- Increase monitoring or supervision of the individual or program.
- If policy violations involving the individual with a minor are confirmed, the employee, volunteer, student, or intern must be subject to action outlined within their bargaining agreement (if appropriate based upon job classification) and/or disciplinary action up to and including termination and prosecution. Disciplinary action will follow a progressive disciplinary process.
- If more information is needed, interview and/or survey other witnesses, employees, volunteers, students, interns, authorized adults, or minors as appropriate.

C. Organizational Response. After the internal review of the suspicious or inappropriate behaviors or policy violations, determine if system changes are necessary, such as:

Guidelines for Organizational Response

- Review the need for increased supervision.
- Review the need for revised policies or procedures.
- Review the need for additional training.

8.4 Reporting Suspected Abuse of a Minor

If in relation to UA's programs, activities, events or the rental or use of UA facilities or property by other organizations, an employee, volunteer, student, intern, or authorized adult believes, suspects or recognizes:

- child abuse, neglect, or sexual misconduct by another UA employee, volunteer, student, intern, or authorized adult;
- a physical danger or hazard, an inappropriate relationship between a minor and any individual, including an employee, volunteer, student, intern, or authorized adult;
- a minor is in danger of exploitation; or
- a minor has made a disclosure of abuse

the individual must make the proper internal reports and notifications to UA officials and may also be required to make an external report to the appropriate state of Alaska agency. **If at any time you believe a minor is in imminent physical danger, report to 911 immediately.**

A. Employee, Volunteer, Student, Intern, and Authorized Adult Response to Abuse.

1. External Reporting to State Authorities. Individuals who are considered mandatory reporters must follow all local, state, and federal regulations relating to reports of child abuse and neglect, including Alaska Statute 47.17.

Mandated Reporters are persons that are required to report child abuse. They are health practitioners or administrative officers of institutions; teachers and school administrators; child care providers; paid employees of domestic violence and sexual assault programs, crisis intervention and prevention programs, or organizations that provide counseling or treatment to individuals seeking to control their use of drugs or alcohol; peace officers or officers of the Department of Corrections; persons who process or produce visual or printed matter, either privately or commercially; members of a child fatality review team or the multidisciplinary child protection team ([AS 47.17.020](#)).

Mandated Reporters must submit a report to the Office of Child Services OCS (**1-800-353-2650**) within 24 hours of reasonable cause to suspect¹ that a child has suffered harm as a result of abuse or neglect. The mandated reporter has no responsibility to complete any type of investigation or determine if their suspicions are correct, but only must have a reasonable amount of information to say that they believe abuse or neglect may have occurred.

¹ Alaska Statute 47.17.290(14) defines "reasonable cause to suspect" as "cause, based on all the facts and circumstances known to the person, that would lead a reasonable person to believe that something might be the case."

When reporting to OCS the following information, if available, will be requested:

- Name of child
- Name or description of potential abuser
- Your name
- Contact information for all of the above
- Information regarding the potential abuse including a description of the abuse, where and when it occurred, witness information

If you are not sure if you are a mandated reporter, please let one of the parties in the following section know about your suspicions or call **[insert contact]** for guidance.

Additionally, UA encourages all employees, volunteers, students, interns, and authorized adults (even those who are not considered mandatory reporters) to externally report any suspected abuse or neglect of a minor to the proper authorities—regardless of whether the conduct occurs on or off UA’s property and regardless of whether the conduct involves another employee, volunteer, student, intern, authorized adult, or other adult.

2. Internal Reporting to UA Administration. In addition to reporting to state authorities, all employees, volunteers, students, interns, and authorized adults are required to report any suspected or known abuse, neglect or exploitation of minors in relation to UA’s programs, activities, events or the rental or use of UA facilities or property by other organizations, an employee, volunteer, student, intern, or authorized adult that is perpetrated by another adult directly to UA administrators so that immediate and proper steps may be taken to ensure the safety of alleged victim(s) and others who may be at risk.

Additional Guidelines for Employees, Volunteers, Students, Interns, and Authorized Adults in Response to Incidents or Allegations of Abuse

- If you witness abuse, interrupt the behavior immediately.
- If abuse is disclosed to you, assure the individual disclosing that he or she was correct to tell to you.
- Protect the alleged victim from intimidation, retribution, or further abuse.
- Be sure to document the incident, disclosure, or circumstances causing your suspicion of abuse.
- Doubt regarding whether to report should be resolved in favor of making the report. It is not your responsibility to determine whether your suspicions are correct, or to investigate those suspicions. You shall not conduct an interview or investigation to try to determine if the suspicion or disclosure is credible or if a report should be made. Your duty is to simply make a report of what you are aware of.

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B. Supervisor or Administrator Response to Abuse. In addition to the above response procedures, supervisors and administrators should also ensure the following:

***Guidelines for Supervisors or Administrators
in Response to Incidents or Allegations of Abuse***

- Determine the immediate needs of the victim.
- Supervisors and other UA Departments receiving reports shall inform their Unit Director of the report, or inform the Vice Chancellor of the unit in the event the Director(s) is not available. The obligation is to report the information to a level that may implement action on the concern.
- Directors shall immediately report to their Vice Chancellor or Associate Vice Chancellor, and in any event in no less than 24 hours of receiving a report.
- Vice Chancellors shall immediately report to the Chancellor, and in any event in no less than 24 hours of receiving a report. Vice Chancellors shall also report to Environmental Health, Safety and Risk Management.
- Ensure that the incident has been reported to the proper state authorities.
- Ensure that the incident has been reported to the proper internal departments, including the Title IX Coordinator **[insert any other mandated roles]**.
- Remove the accused from access to minors and contact Human Resources to initiate suspension proceedings.
- Review the file of the accused.
- Gather and document information surrounding the incident.
- Notify parents / guardians if appropriate.

C. Organizational Response. After the immediate needs of the victim have been addressed and the authorities notified, UA will:

***Guidelines for Organizational Response
to Incidents or Allegations of Abuse***

- Communicate with the state authorities as to whom / which entity(ies) will perform an investigation.
- If abuse is confirmed, initiate termination or dismissal of the individual.
- Prepare a media response.

8.5 Reporting Minor-to-Minor Sexual Abuse and Sexualized Behaviors

The thought that one minor may sexually abuse another minor does not occur to many people. Unfortunately, abuse between peers has increased significantly in the past few years. Minor-to-minor sexual activity and sexualized behaviors often remain unreported in organizations because personnel are not comfortable documenting these situations, or may not know how.

Most serious incidents of minor-to-minor abuse are preceded by more subtle incidents such as name-calling, taunting or roughhousing. Interrupting these interactions early and establishing and communicating standards of conduct can keep the university environment safe. UA recognizes that the following interactions are high risk and should be prohibited:

<i>Prohibited Minor-to-Minor Interactions</i>
<ul style="list-style-type: none">• Hazing• Bullying• Derogatory name-calling• Games of “Truth or Dare”• Singling out one minor for different treatment• Ridicule or humiliation

In order to adequately respond to and track incidents at UA, all sexual activity between minors and sexualized behaviors of minors must be consistently documented.

A. UA Individual Response. In the event that an employee, volunteer, student, intern, or authorized adult observes a minor exhibit sexualized behaviors or suspects minor-to-minor sexual abuse, the observing individual is instructed to do the following:

<i>Guidelines for UA Individuals in Response to Minor-to-Minor Sexual Activity</i>
<ul style="list-style-type: none">• Interrupt the behavior and separate the minors. Do not investigate.• Report the behavior to a supervisor or administrator.• Document your report with factual information.

B. Supervisor or Administrator Response. In the event that a supervisor or administrator receives a report of a minor’s sexualized behavior or minor-to-minor sexual activity, the supervisor should do the following:

***Guidelines for Supervisor or Administrator
In Response to Minor-to-Minor Sexual Activity***

- Determine the appropriate administrator to conduct an internal review of the incident.
- If the incident involves a UA student, notify the Title IX coordinator.
- Notify the parents / guardians of all minors involved.
- Notify the authorities if required by state reporting mandates.
- Document the incident and UA's response.
- Develop a written corrective action or follow-up plan in response to the incident.

C. Organizational Response. After the internal review of the sexualized behavior or minor-to-minor sexual activity, UA will determine what can be done to prevent a reoccurrence, such as:

Guidelines for Organizational Response

- Review the need for additional supervision.
- Review the need for revised policies or procedures.
- Review the need for additional training.
- Alert others in the organization.

9.0 Contractors, Facilities Use Agreements, and Non-UA Events

Contractual agreements concerning personnel or facilities related to programs, activities and events including minors must be modified to include provisions that require the contractor(s) to comply with the University of Alaska's policy and regulations related to the protection of minors.

The UA regulations include the wording of the clause. The wording was drafted by the Office of General Counsel, and may only be amended by OGC. Procurement and contract officers have copies of the clause. If your program receives or initiates contracts involving minors, discuss with your contract officers whether or not this clause applies and should be inserted in any of your contracts.

The intent of the wording is to be "included as a term of the contract where contractors have responsibility for or interaction with minors on UA's separately accredited institutions or campus locations as part of their contract."

- A. Contractor shall defend, indemnify and hold harmless the University, its Board of Regents, officers and employees, from and against any and all claims, causes of action, losses liabilities, damage or judgments directly or indirectly related to any mental or physical injury or death arising out of its contact or its conduct or the contact or conduct of its directors, employees, subcontractors, agents or volunteers with minors including sexual abuse of minors as defined by Alaska statute.
- B. Contractor shall purchase an insurance rider that names the University as an additional insured and covers and protects the University from claims and losses for the abuse defined in A. above and provide the University with a copy of that rider prior to the to the commencement of work under this contract
- C. Contractor shall present the University with certification prior to the commencement of work under this contract that all employees, directors, subcontractors, agents or volunteers that may have Contact with minors shall:
 1. Be trained and certified in the identification, prevention and reporting of the sexual abuse of minors;
 2. Undergo a local, state, and nationwide criminal background check and national sex offender registry check;
 3. Be prohibited from working under this contract involving minors if they:
 - i. have been convicted of a crime of violence, neglect, or abuse against a minor,
 - ii. are a registered sex offender,
 - iii. have been convicted of an assault, reckless endangerment, neglect, or
 - iv. have been convicted of possession of child pornography.

4. Adhere to the contractor's written policies related to the supervision of minors. At a minimum the contractors supervision procedures should include:
 - i. Minimum adult to minor ratios;
 - ii. How to supervise minors during overnight activities;
 - iii. How to supervise minors during bathroom and showering activities;
 - iv. How to supervise minors during activities that are associated with water use, including, but not limited to, pools, showers, bathing areas, swimming, etc.;
 - v. How to supervise minors during transition times, including drop-off and pick-up.
- D. Failure to satisfy A, B, C above may result, at the University's sole discretion, with immediate termination of this contract, without regard to any other termination provision.

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APPENDICES

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Appendix A

University of Alaska - Protection of Minors Regulation 09.12

7.0 Code of Behavior

Our program provides the highest quality services available to minors. Our commitment is to create an environment for minors that is safe, nurturing, empowering, and that promotes growth and success for the minors who participate in our program. Any type of abuse will not be tolerated and will result in immediate dismissal from the program and/or University of Alaska (UA). UA will fully cooperate with authorities if allegations of abuse are made and investigated.

To accomplish this mission together, employees, volunteers, and other adults participating in programs, events and activities involving minors:

1. Will treat minors with respect at all times.
2. Will treat minors fairly regardless of race, sex, age, religion, sexual orientation or gender expression.
3. Will adhere to uniform standards of affection as outlined in any applicable university or program specific policies.
4. Shall not use or be under the influence of alcohol or drugs in the presence of minors or during activities or events involving minors.
5. Shall not discuss their sexual encounters with or around minors or in any way involve minors in their personal problems or issues.
6. Shall not date or become romantically involved with minors.
7. Shall not make pornography in any form available to minors or assist them in any way in gaining access to pornography.
8. Shall not have secrets with minors.
9. Shall not have private displays of affection with minors.
10. Shall not swear or tell off-color jokes.
11. Shall not stare or comment on the minors' bodies.
12. Shall not engage in inappropriate electronic communication with minors, as may be further defined by specific program policies.
13. Shall avoid outside contact with minors, which may be further defined by specific program policies.
14. Shall not shower, bathe, or undress with or in the presence of minors.
15. Will not take any photographs or videos of minors or posting photographs or videos on a digital, electronic, hosted media, web-based service or any other medium without first obtaining a release from the minor's parent or legal guardian.
16. Shall not abuse minors in anyway including the following:
 - Physical abuse:* hitting, corporal punishment, spanking, shaking, slapping, unnecessary restraints

Verbal abuse: degrade, threaten, cursing

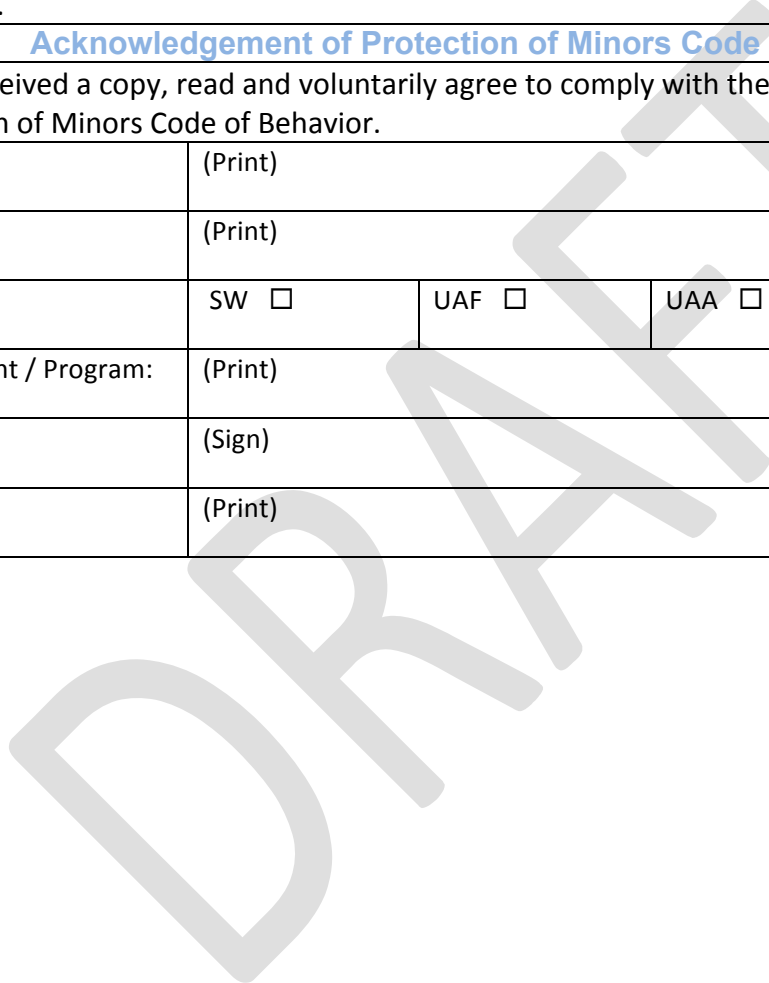
Sexual abuse: inappropriate touch, exposing oneself, sexually oriented conversations

Mental abuse: shaming, humiliation, cruelty

Neglect: withholding food, water, shelter

17. Shall not allow minors to engage in hazing, bullying, derogatory name-calling, games of “Truth or Dare,” ridicule, or humiliation.
18. Will report concerns or complaints about other adults or minors in accordance with all reporting policies, which include the anonymous **UA Confidential Hotline at toll free (855) 251-5719.**

Acknowledgement of Protection of Minors Code of Behavior				
I have received a copy, read and voluntarily agree to comply with the University of Alaska’s Protection of Minors Code of Behavior.				
Name:	(Print)			
Position:	(Print)			
University:	SW <input type="checkbox"/>	UAF <input type="checkbox"/>	UAA <input type="checkbox"/>	UAS <input type="checkbox"/>
Department / Program:	(Print)			
Signature:	(Sign)			
Date:	(Print)			



Appendix B
Alaska Mandatory Reporters of Child Abuse and Neglect
[Alaska Code § 47.17.020](#)

Persons required to report.

(a) The following persons who, in the performance of their occupational duties, or with respect to (8) of this subsection, in the performance of their appointed duties, have reasonable cause to suspect that a child has suffered harm as a result of child abuse or neglect shall immediately report the harm to the nearest office of the department:

- (1) practitioners of the healing arts;
- (2) school teachers and school administrative staff members of public and private schools;
- (3) peace officers and officers of the Department of Corrections;
- (4) administrative officers of institutions;
- (5) child care providers;
- (6) paid employees of domestic violence and sexual assault programs, and crisis intervention and prevention programs as defined in AS 18.66.990;
- (7) paid employees of an organization that provides counseling or treatment to individuals seeking to control their use of drugs or alcohol;
- (8) members of a child fatality review team established under AS 12.65.015(e) or 12.65.120 or the multidisciplinary child protection team created under AS 47.14.300.

(b) This section does not prohibit the named persons from reporting cases that have come to their attention in their nonoccupational capacities, nor does it prohibit any other person from reporting a child's harm that the person has reasonable cause to suspect is a result of child abuse or neglect. These reports shall be made to the nearest office of the department.

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Appendix C

Acknowledgement of Protection of Minors Policy

I have received a copy, read and voluntarily agree to comply with the University of Alaska's *Protection of Minors Policy*.

Please Print

Name	_____
Position	_____
Campus	_____
Department	_____
Program	_____
Signature	_____
Date	_____

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