

**BRIDGEWATER STATE UNIVERSITY**  
**POLICY TO PROTECT MINORS AND PREVENT ABUSE**

**Overview**

Bridgewater State University is committed to the safety and well-being of all members of its community, including minors. The University offers programs and activities that minors attend and in which they participate. The University also allows third parties to use University facilities for programs and activities involving minors.

This policy addresses the protection and safety of minors in such programs and/or on property owned or leased by the University and establishes procedures for reporting known or suspected abuse or neglect of, or injury to, minors.

All employees of Bridgewater State University must adhere to this policy and the procedures set forth in the companion Operation Guide to Protect Children and Prevent Abuse. In addition, all third party organizations or groups that are hosting minors on any University owned or leased property must adhere to this policy.

**Definitions**

**Minor**

A minor is any person under the age of 18. A Bridgewater State University student is a minor if under 18 years of age.

**Mandatory Reporter**

For the purposes of this policy, a mandatory reporter is any employee who, in the course of his/her employment, works or interacts with any minor.

Employee

## Responsibilities

### What Must Be Reported

A mandatory reporter is obligated to make an **immediate**



The University reserves the right to discipline or terminate any current employee, or to refuse to rehire any former employee, in accordance with applicable collective bargaining agreements, as applicable, who is found to have abused a minor, or to have been convicted of a crime against a minor or another crime that is determined to pose an unreasonable risk.

#### Behavioral Standards

Employees working or interacting with minors in the context of their employment or as a volunteer must observe the Behavioral Standards set forth in the Operation Guide.

#### Education and Training

All employees of Bridgewater State University who are mandatory reporters must undergo training on recognizing abuse in children and best practices in keeping children safe. Training will also be offered to all other employees.

#### Rules for Outside Groups Using University Facilities

All outside groups seeking to bring or host minors on any University owned or leased property must be approved in advance and sign an acceptable contract with the University agreeing to adhere to safeguards around working with minors, in each case as set forth in the Operation Guide.

#### Agreements with Parents and Guardians of Minors

All minors accessing University property for more than one day (other than BSU students and

### **Breadth of Policy**

This policy supplements state law and does not supersede any other legal requirements, such as child care, teacher licensure or other mandatory reporting laws. This policy is a fluid document and may change as the law and/or circumstances at the University change.