

ROGER WILLIAMS UNIVERSITY
PROTECTION OF MINORS POLICY

PURPOSE

Roger Williams University (including Roger Williams University School of Law) (collectively, the “University”) is committed to promoting a secure and safe environment for minors on its campuses and for those who participate in any University-sponsored events or programs, whether on or off campus. This policy establishes consistent standards intended to articulate the University’s expectations with regard to the protection of minors on campus and/or in University-sponsored events or programs and each individual’s obligations to report any instances of known or suspected child abuse or neglect.

SCOPE

This policy applies to all University employees, students, agents, contractors and authorized volunteers.

POLICY STATEMENT

Background Checks

All individuals who have direct contact with persons under the age of eighteen (18) (hereinafter “minors”) or supervise a program with minors must undergo a nationwide criminal background check before participating in programs and activities with minors on campus. Such background screening will include, at a minimum, criminal history and sexual offender registry searches.

1. University Programs: Human Resources (“HR”) will conduct background checks for all non-University employees, including students and volunteers, working with minors. HR also will conduct background checks on University employees at the time of onboarding and on a set schedule thereafter.
2. Third

Mandatory Reporting

All persons in Rhode Island who have reasonable cause to know or suspect that any child has

if applicable, the name, title and contact information for every University employee, agent, contractor or volunteer who is believed to have direct knowledge of the abuse or misconduct;

In cases where it is reasonably believed that a child is in imminent or continuing danger, the reporter should first contact the Police (by dialing 911) and then immediately thereafter the University's Department of Public Safety at 401-254-3333 (on campus, ext.3333).

Any doubt about reporting a case of suspected abuse or neglect should be resolved in favor of making an immediate report. State law (R.I Gen. Laws §40-11-4) provides that any person participating in good faith in making a report of known or suspected abuse or neglect shall have immunity from any liability, civil or criminal, that might otherwise be incurred or imposed. Further, it is the policy of the University that no member making a good faith report of suspected abuse or neglect will be disciplined or retaliated against in the terms and conditions of employment or in their educational program for making such reports.

Failure to report known or suspected child abuse pursuant to this Policy and the statutory requirements with which it is aligned may result in appropriate disciplinary measures in accordance with applicable personnel policies and procedures, collective bargaining agreements, and applicable Student Code of Conduct provisions.

Adopted by President's Cabinet on May 7, 2020