

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

PROTECTION OF MINORS ON CAMPUS POLICY

REGISTRY REQUIREMENT HANDBOOK AND PROCEDURES FOR NON-UNIVERSITY SPONSORED EVENTS and PROGRAMS

For Use By:

- **Program Administrators**
- **Registry Administrators**
- **Authorized Adults/Program Staff/Counselors/Volunteers**



PURPOSE

This handbook/procedures are in support of the Kutztown University of Pennsylvania Supervision and Mandatory Reporting – Protection of Minors Policy GEN 004. This policy can be found at <http://app.kutztown.edu/policyregister/Policy/GEN-004>.

The purpose of this handbook/procedures are to provide for the safety and security of minors who participate in events held on Kutztown University of Pennsylvania property. All University guests who have events with minors (ages 18 and under) held on University property must comply with the information contained in this policy handbook. This policy applies to all programs and activities involving minors that fall within the scope of this policy, including non-University sponsored programs on campus. This policy applies to such programs and activities whether they are limited to daily activities or involve the housing of minors. This policy handbook applies to all programs and activities such as, summer camps, specialty camps (e.g. academic camps), outreach activities, workshops, conferences, tutoring, educational programs, and affiliated entity activities.

Except for the reporting of child abuse, this policy handbook does NOT apply to:

- Events on campus that are open to the general public, as minors attend these events at the sole discretion of their parents or legal guardians.
- Private events where minors attend under the supervision of a parent or legal guardian.

Minors on Campus Program Responsibility

Program Administrator: Conference and Event Services will serve as the Program Administrator for all non-university sponsored events.

Registry Administrator: The person(s) who has responsibility for approving programs submitted by the Program Administrator for their assigned programs. The Director of Campus Events and Programs through the Office of Conference and Event Services serves as the primary Registry Administrator at Kutztown University of PA and is supported by the Office of Human Resources and Procurement.

OVERVIEW OF MINORS ON CAMPUS REQUIRED PROCEDURES

NON-UNIVERSITY SPONSORED EVENTS: Programs that are not operated on behalf of the University or under the University's control.

1. Conference and Event Services will function as the **Program Administrator and the Registry Administrator** for all non-university sponsored events. Conference and Event Services will work with the non-university program contact to make sure the registry requirements are met and will review and approve all non-university sponsored events. Responsibilities include the following:
 - a. Ensure that the Facility Use Agreement will include the following information regarding registry requirements:
 - i. The non-university program certifies the adults/program staff have completed the required background checks and training consistent with Policy GEN004: Supervision and Mandatory Reporting – Protection of Minors (see APPENDIX 1).
 - ii. The non-university program certifies that the remaining registry requirements are met as outlined in the registry requirement (see d below).
 - b. Provide the non-university program contact the Protection of Minors Handbook and the Conference and Event Services Guidelines (see APPENDIX 3).
 - c. Provide the non-university program contact with Kutztown University Policy GEN004: Supervision and Mandatory Reporting – Protection of Minors (see APPENDIX 1).
 - d. Receive and review the completed Facility Use Agreement.
 - e. Approve the non-university program 30 days before the start of the program (see APPENDIX 4).
 - f. Maintain a Registry (list) of all programs they are responsible for approving.
 - g. Store the Facility Use Agreement for non-university programs.

NOTE: The University does not collect background checks for non-university sponsored programs. The organization is responsible for certifying this is completed and this will be tracked by the certification on the Facility Use Agreement.

REGISTRY REQUIREMENTS AND PROCEDURES

Identification, Selection, and Screening of Authorized Adults or Program Staff:

For non-university sponsored programs, the Registry Administrator will confirm the Non-University Sponsored Event-Program Approval Form (APPENDIX 3) and the Facility Use Agreement have all been completed.

Background Check Requirements:

Before being allowed to use or lease university facilities, non-university sponsored events, must certify to Conference and Event Services that they have conducted the criminal background checks listed below and have determined the fitness of all authorized adults and program staff. This is accomplished by the completion of the the Facility Use Agreement.

All employees and volunteers are required to have the following three background clearances (*exceptions can be made for those employees accompanying minors as prescribed by their position with another agency or entity):

1. A criminal history record check from the PA State Police (PSP) or a statement from the PSP that the individual has not been convicted of a reportable offense.

2. Certification from the Department of Human Services as to whether the individual is named in the statewide database as a perpetrator in a pending child abuse investigation or in a founded or indicated report of child abuse within the last five years. (Child Abuse Clearance).
3. A federal criminal history record check. The individual must submit a full set of fingerprints to obtain this report. The fingerprints will be submitted to the Federal Bureau of Investigation for the purpose of verifying the identity of the individual and obtaining a current record of any criminal arrests and convictions.

Mandatory Reporter Training Overview:

All authorized adults and/or program staff are required to have completed the mandatory reporter training before being allowed to participate in the program. This can be accomplished by reviewing the Mandatory Reporter Training Handout (see APPENDIX 4) or a comparable training. Non-university sponsored events will use the Facility Use Agreement to certify this is complete.

Code of Conduct (Training) Overview:

The Code of Conduct Training (see APPENDIX 5) is included in this handbook and should be reviewed with all Program Staff. Non-university sponsored events will use the Facility Use Agreement to certify this is completed. A basic overview of the Code of Conduct follows:

1. Do not engage in any sexual activity, make sexual comments, tell sexual jokes, or share sexually explicit material with minors or assist in any way to provide access to such material to minors.
2. In the case of adults supervising minors overnight, Authorized Adult should not enter a minor's room, bathroom facility or similar area without another adult in attendance.
3. Separate accommodations for adults and minors are required other than the minor's parents or guardians.
4. Do not engage or allow minors to engage you in romantic or sexual conversations or related matters. Similarly, do not treat minors as confidantes; refrain from sharing sensitive personal information about you. Examples of sensitive personal information that should not be shared with minors are information about financial challenges, workplace challenges, drug or alcohol use, and/or romantic relationships, etc.
5. Do not touch minors in a manner that a reasonable person could interpret as inappropriate. All personal contact should generally only be in the open, and in response to the minor's needs, for a purpose that is consistent with the program's mission and culture, or for a clear educational, developmental, or health-related purpose (e.g. treatment of injury). Any refusal or resistance from the minor should be respected.
6. Do not be alone with a minor. If one-on-one contact is required, meet in an open, well illuminated space or room with windows observable by other Authorized Adults or Program Staff members, unless the one-on-one contact is expressly authorized and must include more than one Authorized Adult or Program Staff Member.
7. Do not meet with minors outside of the established times for program activities. Any exceptions require written parental authorization and must include more than one Authorized Adult or Program Staff Member.
8. Do not invite individual minors to your home or other private locations. Any exceptions require authorization and must include more than one Authorized Adult or Program Staff Member.
9. Do not provide gifts to minors or their families independent of items provided by the program.
10. Do not engage or communicate with minors except for an educational or programmatic purpose: the content of the communication must be consistent with the mission of the program and the University.
11. Do not engage in any abusive conduct of any kind toward, or in the presence of, a minor, including but not limited to, verbal abuse, striking, hitting, punching, poking, spanking, or restraining. If restraint is necessary to protect a minor or other minors from harm, all incidents must be documented and disclosed to the program administrator and the minor's parent/guardian.
12. Do not use, possess, or be under the influence of alcohol or illegal drugs while on duty, or in the presence of minors involved in a program, or when responsible for a minor's welfare.

13. Do not provide alcohol or illegal substances to a minor.
14. Do not provide medication to a minor unless authorized by the program's medication management guidelines.
15. When transporting minors, more than one Authorized Adult or Program Staff Member from the program must be present in the vehicle, except when multiple minors will be in the vehicle at all times through the transportation. Avoid using personal vehicles if possible and comply with the program's transportation guidelines.
16. Any communication with a minor in electronic format (via email or text) should be in a group mail/text format or include another program personnel or parent – this avoids any one-to-one communication. Personnel and supervisors should monitor the internet use of minors in the program and assure filters or blocked content/security options are on in those programs which allow minors to use University PCs or other electronic devices. Personnel should not access any site inappropriate for minors while in supervision or monitoring role.
17. Do not use harassing language that would violate the Social Equity or University harassment policies.

Safety and Security Planning:

1. The Kutztown University Immediate Emergency Response and Evacuation Procedures (see APPENDIX 6). A link to this guide can be found at: <https://www.kutztown.edu/about-ku/administrative-offices/public-safety-and-police-services/safety-on-campus.htm>

Minimum Staff Supervision Ratio:

1. As a guide, the following ratios for staff and participants are provided and were derived from the American Camp Association. These ratios are also included in the Facility Use Agreement.
 - a. 5 years of age and younger = 1 staff for 5 minors
 - b. 6 – 8 years of age = 1 staff for 6 minors
 - c. 9 – 14 years of age = 1 staff for 8 minors
 - d. 15 – 18 years of age = 1 staff for 10 minors

Participation Forms:

These forms may include the following and the program can add forms as needed:

1. Participation Agreements
2. Health Forms (including proof of medical insurance, emergency contact, authorizing release of medical information and treatment if the parent/guardian can't be reached, and a listing of medical conditions and allergies) – may be required in some instances (see sample - APPENDIX 8).
3. Consent forms for photo release.

Transportation and Parking:

1. A transportation plan must include the following:
 - a. A procedure for pick-up and drop-off of participants, specifying times and locations.
 - b. A procedure to obtain written permission from a parent or legal guardian in the event any participant is to be released to any person other than his or her parents or legal guardian.
 - c. A description of any transportation of participants to be provided by the program specifying:
 - i. The type of vehicle
 - ii. The driver of the vehicle
2. No adult will be permitted to be alone with a minor in a car or other vehicle.
3. Vehicle seat belt usage
 - a. All Pennsylvania laws must be followed.

4. Car Seat/Booster seat usage
 - a. All Pennsylvania laws must be followed.
5. If there is no transportation it should be noted.
6. Parking – Camp/conference directors and participants are to park automobiles in assigned lots and must have valid permits (if required). Violators will be ticketed if not parked in the proper lots and/or if they do not have a valid parking permit appropriately displayed.

Housing:

The non-university sponsored event accepts responsibility for the policies, procedures and general information as provided by Conference and Event Services in the Kutztown University Conference and Event Services Guidelines (APPENDIX 3) and below.

1. Doors – to ensure safety and security during your stay at Kutztown University, the main doors are to be used as the only entrance and exit except in case of emergencies. The front doors of the residence halls are to be kept locked. The doors are not to be “propped” or opened to allow ease of access to the hall. All other doors are designated as emergency exits only and are alarmed at all times.
2. Keys – the University will be responsible for key distribution and collection. All keys are expected to be returned upon checkout. There will be a charge for all lost keys or keys not returned within 24 hours of checkout.
3. University Rights – the University may exercise the following rights:
 - a. To enter any room for the purpose of inspection, repair or emergency.
 - b. To reassign participants within an overnight facility, after timely notification, in order to accomplish necessary repairs and renovation to the building.
 - c. To revoke the campus privilege including residency in or utilization of any of its buildings or any occupant whose conduct, solely in the University’s opinion, becomes injurious or potentially injurious to the university community.
4. University Policies – these policies are designed to protect both participants and the University, not to limit an individual’s freedom. Each person on campus is responsible for his or her own behavior. The camp directors and conference organizers are responsible for maintaining proper behavior of participants. Each individual is asked to abide by the University policies to help ensure each camp and conference is a success. Please review the policies listed below:
 - a. Alcohol and drugs are strictly prohibited on campus.
 - b. Smoking is prohibited in all buildings.
 - c. Firearms and fireworks are prohibited on campus.
 - d. Fire alarms and equipment are to be used only in emergencies and are not to be tampered with.
 - e. Window screens are not to be removed.
 - f. Appropriate camps and conferences will be charged for room or common area damages.
 - g. Cleats are not to be worn in buildings.
 - h. Non-participants are not allowed on the floors during the camp or conference. Participants are only allowed on the floors/wings or in the residence halls to which they are assigned.
 - i. Local Ordinance has established an 11 pm curfew for minors which is enforced by Community police.
5. Emergencies – All Authorized Adults and Program Staff should be familiar with Kutztown University of Pennsylvania Immediate Emergency Response and Evacuation Procedures referenced earlier in this manual. University Police Officers are available by calling 610-683-4001. The on-call Conference and Event Services staff can be reached by calling, 484-797-3097, during the on-call times stated.
6. All Program Staff and Volunteers staying in the Residence Halls must have the mandatory background checks as described in this document completed.
7. Under no circumstances will Program Staff and Volunteers be allowed to stay in the same room as minor participants.

Protocols for Injury or Illness:

1. For a critical injury, contact Public Safety at 610-683-4001 or call 911. The Program Administrator is to be notified as soon as the injured party is attended to. For summer camp programs, the Office of Conference and Event Services must also be notified.
2. For any other injury, the Program Administrator should be notified immediately. An accident report must be filed, including record of how the incident happened and how it was handled.
3. Parents/guardians are contacted by the Program Administrator at the time of the participant injury, if appropriate, or at the earliest convenient time to communicate details.

Protocols for Accusations of Misconduct for Authorized Adults/Program Staff:

1. Any person believing that an instructor, counselor, or volunteer should not be allowed to continue with the program must make a written and signed complaint to the program administrator. The program administrator will investigate the complaint and make a report of the findings to the appropriate parties. All complaints and investigation reports will be kept confidential.
2. Reporting of child abuse – in a situation of suspected child abuse, all administrators, faculty, coaches, staff, student workers, independent contractors, camp administrators, camp staff and volunteers are mandated reporters under this policy. Everyone who is deemed a mandated reporter pursuant to this policy shall be trained as if designated a mandated reporter by Pennsylvania Law.

All mandated reporters shall make an immediate report of suspected child abuse or cause a report to be made if they have reasonable cause to suspect that a child is a victim of child abuse under any of the following circumstances:

- a. The mandated reporter comes in to contact with the child in the course of employment, occupation, and practice of a profession or through a regularly scheduled program, activity or service.
- b. The mandated reporter is directly responsible for the care, supervision, guidance or training of the child, or is affiliated with an agency, institution, organization, school regularly established church or religious organization or other entity that is directly responsible for the care, supervision, guidance or training of the child.
- c. A person makes a specific disclosure to the mandated reporter that an identifiable child is the victim of child abuse.
- d. An individual 14 years of age or older makes a specific disclosure to the mandated reporter that the individual has committed child abuse.

The minor is not required to come before the mandated reporter in order for the mandated reporter to make a report of suspected child abuse. The mandated reporter does not need to determine the identity of the person responsible for the child abuse to make a report of suspected child abuse.

Mandated reporters must immediately make an oral report of suspected child abuse to the Department of Human Services (DHS) by calling 1-800-932-0313, or a written report to DHS using electronic technologies when available. If an oral report is made, a written report shall also be made within 48 hours to DHS or the county agency assigned to the case as prescribed by DHS. Immediately following the report to DHS, the mandated reporter must notify the Vice President for Administration and Finance at 610-683-4106, who will assume the responsibility for facilitating the cooperation of the university with the investigation of the report.

Protocols for Accusations of Misconduct for Participants:

1. Any person believing that a participant should not be allowed to continue with the program must make a written and signed complaint to the program administrator. The program administrator will investigate the complaint and make a report of the findings to the appropriate parties. All complaints and investigation reports will be kept confidential.
2. Reporting of child abuse – in a situation of suspected child abuse, all administrators, faculty, coaches, staff, student workers, independent contractors, camp administrators, camp staff and volunteers are mandated reporters under this policy. Everyone who is deemed a mandated reporter pursuant to this policy shall be trained as if designated a mandated reporter by Pennsylvania Law.

All mandated reporters shall make an immediate report of suspected child abuse or cause a report to be made if they have reasonable cause to suspect that a child is a victim of child abuse under any of the following circumstances:

- a. The mandated reporter comes in to contact with the child in the course of employment, occupation, and practice of a profession or through a regularly scheduled program, activity or service.
- b. The mandated reporter is directly responsible for the care, supervision, guidance or training of the child, or is affiliated with an agency, institution, organization, school regularly established church or religious organization or other entity that is directly responsible for the care, supervision, guidance or training of the child.
- c. A person makes a specific disclosure to the mandated reporter that an identifiable child is the victim of child abuse.
- d. An individual 14 years of age or older makes a specific disclosure to the mandated reporter that the individual has committed child abuse.

The minor is not required to come before the mandated reporter in order for the mandated reporter to make a report of suspected child abuse. The mandated reporter does not need to determine the identity of the person responsible for the child abuse to make a report of suspected child abuse.

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Orientation Materials for Parents and Participants:

Specific orientation materials are not required as each program is different, however, as a guideline, they could include the following:

1. Information describing the purpose, length, rules and contacts for the programs, including the Program Administrator, Camp Director, Event Coordinator, etc.

Insurance Requirements:

The organization sponsoring the non-university sponsored event shall, at its own expense, obtain and maintain during the term of this agreement, public liability insurance issued by a company authorized to provide insurance in the Commonwealth to cover personal bodily injury and wrongful death in the sum of not less than \$250,000 for each person and not less than \$1,000,000 per occurrence, as well as property damage liability insurance in the

amount of not less than \$1,000,000 for each occurrence. The University shall be included as an additional insured in the required policies and the organization shall provide written evidence that such policies are current and in effect. Insurance must be on an occurrence basis only. Where required by law, the organization will provide workers' compensation insurance that complies with the statutory requirements of the Commonwealth.

Record Retention Policy and the Storage of Records:

1. Certification Forms and Facility Use Agreements for non-university sponsored events should be stored with Conference and Event Services in a secured area. These records will be stored for 6 years in either paper or electronic form in compliance with the Kutztown University Records Retention Policy. All other documents – All programs should follow the approved Kutztown University of PA Records Retention Policy. Forms should be stored with the Registry Administrator as appropriate.

APPENDIX 1:

KU POLICY GEN004: Supervision and Mandatory Reporting – Protection of Minors



Kutztown University Policy GEN-004

PROTECTION-SUPERVISION of MINORS

Kutztown University will address the appropriate supervision of children under 18 years of age (minors) who are involved in university-sponsored programs or activities held by the university on or off campus, including those activities/events sponsored by an external individual, group or organization located in facilities under the control of the university and its affiliates. .

A. PURPOSE

This policy applies to all individuals who are employed by or perform services for the University. This policy applies to all programs and activities involving children/minors that fall within the scope of this policy, including graduate and undergraduate course offerings, programs operated by the university or non-university sponsored programs on campus, and programs under the direction and authority of the university at locations off campus. This policy applies to such programs and activities whether they are limited to daily activities or involve the housing of children/minors. Examples of programs governed by this policy include, but are not limited to: summer camps, specialty camps (e.g., academic camps), outreach activities, workshops, conferences, tutoring, educational programs, and affiliated entity activities.

All programs subject to state licensure are required to comply with applicable laws and regulations. Program administrators should consult with the appropriate vice president and university legal counsel regarding licensure questions.

Individuals, groups and organizations will ensure the safety and protection of all children involved, through adherence to the Protection of Minors guidelines outlined in Section 3 and good practices adopted by Kutztown University.

B. SCOPE

Except for the reporting of child abuse or neglect, this policy does not apply to:

1. events on campus that are open to the general public and which minors attend at the sole discretion of their parents or legal guardians,
2. private events where minors attend under parental or legal guardian supervision, or
3. other programs as may be designated by the university president or designated in advance and in writing as exempt from this policy or specific provisions of this policy.

C. DEFINITIONS

Affiliated Entity: A private organization (typically classified as a 501(c) (3) nonprofit organization for federal tax purposes) that exists solely for the benefit of the university, including, but not limited to, foundations, alumni associations, and student associations.

Authorized Adults or Program Staff: Individuals, paid or unpaid, who may have direct contact, interact with, treat, supervise, chaperone, or otherwise oversee minors. This includes, but is not limited to, faculty, staff, volunteers, graduate and undergraduate students, interns, employees of temporary employment agencies, and contractors. Roles of authorized adults or program staff include, but are not limited to, positions as counselors, chaperones, coaches, instructors, health care providers, and outside providers running programs in leased facilities. This definition does not include temporary guest speakers, presenters, or other individuals who have no direct contact with program participants other than short-term activities supervised by program staff; or fellow students whose only role is as a participant in the education, services, or program offered.

Child Abuse: Child abuse is defined in 23Pa. C. S. § 6303. That definition includes intentionally, knowingly or recklessly causing bodily injury or serious mental injuries to a child, or sexual abuse/sexual exploitation of a child by any act of failure to act; including:

1. Physical Abuse: causing bodily injury to a child this including but not limited to: kicking, biting, throwing, burning, stabbing or cutting a child in a manner that endangers the child.
2. Sexual Abuse: includes, but is not limited to, rape, sexual assault, molestation, incest, indecent exposure, or otherwise exploiting a child in a manner in which the child is used for gratification or sexual enjoyment by another person.
3. Emotional or Mental Abuse: causing or substantially contributing to a serious mental injury to a child through an act or series of acts or failure to act.
4. Neglect: a severe or persistent failure to provide for a child's physical needs.

Direct Contact: Providing care, supervision, guidance, or control; or routine interaction with minors.

Mandated Reporter: In a situation of suspected child abuse, all Kutztown University administrators, faculty, coaches, staff, student workers, contractors, and volunteers are considered mandated reporters.

Minor/Child: Any person under 18 years of age.

One-on-One Contact: Personal, unsupervised interaction between any authorized adult or program staff and a participant without at least one other authorized adult or program staff, parent, or legal guardian being present.

State System Entity: One of the Pennsylvania State System of Higher Education universities or the Office of the Chancellor.

Program: Programs or activities offered by various academic or administrative units of the university, or by non-university groups using university facilities where the parents or legal guardians are not responsible for the care, custody, or control of their children. This includes, but is not limited to, workshops, services, camps, conferences, campus visits, and similar activities. These do not include organized events where parents or legal guardians are responsible for minors.

Program Administrator: The person(s) who has primary and direct operational responsibility for managing a program.

Registry: An official record or list of authorized adults and program staff, maintained by Kutztown University Office of Human Resources. An official list of programs involving minors is maintained by the Office of Conference Services.

Sponsoring Unit: The academic or administrative unit of the university that offers a program or gives approval for the use of university facilities.

University Facilities: Facilities owned by or under the control of a Kutztown University, including spaces used for education, athletics, dining, recreation, university housing, and on-campus affiliate-owned housing.

University-Sponsored Programs: Programs that are directly managed by university faculty, staff and affiliated entities on behalf of the university. All university-sponsored programs must be registered.

Non-University-Sponsored Programs: Programs that are not operated on behalf of the university or under the university's control.

D. POLICY

1. Authorized Adults and Program Registration

The Office of Human Resources is designated as the office responsible for establishing and maintaining a registry of university authorized adults and program staff. The Office of Conference Services is responsible for establishing and maintaining a registry of all programs involving minors. All programs must be registered within sufficient time to meet the requirements of this policy, and policy requirements should be met no later than 30 days before the program start date. Programs must be registered annually.

2. Program Registration Requirements

The following topics must be addressed in planning and evaluating registered programs:

- a. Identification, selection, and screening of authorized adults or program staff, including criminal background checks.
- b. Training for authorized adults or program staff.
- c. Supervision ratio.
- d. Safety and security planning.
- e. Participation requirement forms.
- f. Transportation.
- g. Housing
- h. Response protocols when there is an injury or illness.
- i. Response protocols when an authorized adult or program staff is accused of misconduct.
- j. Response protocols when a participant is accused of misconduct.
- k. Program orientation or information for minors and parents.
- l. Insurance requirements.
- m. Record retention.

3. Authorized Adults or Program Staff Code of Conduct

Authorized adults or program staff should be positive role models for minors and act in a responsible manner that is consistent with the mission of Kutztown University. Authorized adults or program staff is required to comply with all applicable laws and PASSHE Board of Governors' and university policies. Authorized adults or program staff working in programs covered by this policy must follow these expectations.

- a. Do not engage in any sexual activity, make sexual comments, tell sexual jokes, or share sexually explicit material with minors or assist in any way to provide access to such material to minors.
- b. Do not engage or allow minors to engage you in romantic or sexual conversations or related matters. Similarly, do not treat minors as confidantes; refrain from sharing sensitive personal information about you. Examples of sensitive personal information that should not be shared with minors are information about financial challenges, workplace challenges, drug or alcohol use, and romantic relationships.
- c. Do not touch minors in a manner that a reasonable person could interpret as inappropriate. All personal contact should generally only be in the open, and in response to the minor's needs, for a purpose that is consistent with the program's mission and culture, or for a clear educational, developmental, or health-related purpose (e.g., treatment of injury). Any refusal or resistance from the minor should be respected.
- d. Do not use harassing language that would violate Board of Governors' Policy 2009-03: *Social Equity*, or Kutztown University harassment policies.
- e. Do not be alone with a minor. If one-on-one contact is required, meet in open, well illuminated spaces or rooms with windows observable by other authorized adults or program staff, unless the one-on-one contact is expressly authorized by the program administrator or is being undertaken for medical care. If situations arise where one-on-one contact with a minor is unavoidable, it should be with the full knowledge and consent of the event/program director/coordinator and the child's parents. Example:

- A child sustains an injury and needs to go to the hospital, or a parent fails to arrive to pick a child up at the end of a session.
- f. Do not meet with minors outside of established times for program activities. Any exceptions require written parental authorization and must include more than one authorized adult or program staff.
 - g. Do not invite individual minors to your home or other private locations. Any exceptions require authorization by the program administrator and written authorization by a parent/guardian.
 - h. Do not provide gifts to minors or their families independent of items provided by the program.
 - i. Do not engage or communicate with minors except for an educational or programmatic purpose; the content of the communication must be consistent with the mission of the program and the university.
 - j. Do not engage in any abusive conduct of any kind toward, or in the presence of, a minor, including, but not limited to, verbal abuse, striking, hitting, punching, poking, spanking, or restraining. If restraint is necessary to protect a minor or other minors from harm, all incidents must be documented and disclosed to the program administrator and the minor's parent/guardian.
 - k. Do not use, possess, or be under the influence of alcohol or illegal drugs while on duty, or in the presence of minors involved in a program, or when responsible for a minor's welfare.
 - l. Do not provide alcohol or illegal substances to a minor.
 - m. Do not provide medication to a minor unless authorized by the program's medication management guidelines.
 - n. When transporting minors, more than one authorized adult or program staff from the program must be present in the vehicle, except when multiple minors will be in the vehicle at all times through the transportation. Avoid using personal vehicles if possible and comply with the program's transportation guidelines.
 - o. Under most circumstances, a minimum of 2 adults must be present during all interactions with minors. Whenever practical, follow the two deep rule: two (or more) adults should be present whenever children are involved in activities.
 - p. Within the residence halls, adults should not enter a child's room alone or invite children into their room alone. Do not share a room with a child.
 - q. Do not shower with a minor.

Violations of any of the foregoing shall be reported to the program administrator.

4. Criminal Background Screening

Criminal background screening for all employees and volunteers of Kutztown University will be conducted consistent with applicable law, Board of Governors Policy 2009-01 (Criminal Background Investigations) and Kutztown University policy A&F-025 (Criminal Background Investigations).

Before being allowed to use or lease Kutztown University facilities, program administrators for non-university sponsored programs, non-university groups or contractors providing services to university programs, and affiliated entities are required to certify that they have conducted criminal background checks and determined the fitness of all authorized adults and program staff.

5. Participant Requirements

Minors and parents or legal guardians of minors must submit required forms before minors will be allowed to participate. These forms may include, but are not limited to, a participation agreement, health form, emergency contact form, and proof of medical insurance, photo and recording release, and participant code of conduct.

6. Training

Training for University Employees

All authorized adults or program staff working with minors are required to be trained on policies and issues related to minor safety and security. The training should be completed annually and may vary based on the role of the authorized adult. Documentation of training completion is required to be maintained by the program administrator. Program administrators of non-university-sponsored programs or non-university groups providing services to university-sponsored programs are required to certify that they have satisfactorily completed required training before allowed to use university facilities.

Training should address the following topics:

- a. Detecting and reporting abuse or neglect.
- b. First aid/CPR and medication management.
- c. Participant conduct management and disciplinary procedures.
- d. Authorized adult or program staff code of conduct.
- e. Sexual and other unlawful harassment.
- f. Safety and security protocols.
- g. Crime reporting procedures.

7. Reporting Obligations

In a situation of suspected child abuse, all members of the university community, contractors, and volunteers are mandated reporters under this policy. Everyone who is deemed a mandated reporter pursuant to this policy shall be trained as if designated a mandated reporter by Pennsylvania law.

8. Facilities Use Agreements

Universities licensing, leasing, or allowing the use of university facilities for non-university sponsored programs or events primarily serving minors are required to include language in the agreement requiring identification of authorized adults or program staff, supervision ratios, adult code of conduct, training, and background screening consistent with this policy.

E. EFFECTIVE DATE

January 1, 2015

F. APPROVED BY

Council of Trustees

APPENDIX 2:

Conference and Event Services Guidelines

KUTZTOWN UNIVERSITY
OFFICE OF CONFERENCE SERVICES
CONFERENCE GUIDELINES & INFORMATION

Kutztown University is pleased to place its facilities and services at the convenience of groups and organizations wishing to meet on campus. We strive to provide housing, meals and facilities with as comfortable an atmosphere as possible. You are requested to cooperate with University staff in accomplishing this objective. The following guidelines and information will help you.

HOUSING

1. A traditional residence hall is a non-air-conditioned facility designed for university students. It does not offer hotel accommodations and services, but you will find comfortable rooms in a pleasant environment. Each floor or wing in a traditional residence hall has a central washroom with shower facilities. Since the traditional residence hall rooms are not air-conditioned, guests may wish to bring a small fan. **Air conditioning units are not allowed to be brought in by guests and placed within the rooms. Please pass this information to your camp participants.**
2. Some residence halls are air-conditioned and temperatures are controlled through a centralized system. Please do not tamper with temperature control devices as this could result in damage to the system. Please keep in mind that KU is energy conscientious and will not go below a designated temperature within the buildings on campus. Personal preferences are often tricky to manage so please plan accordingly and bring items that might be beneficial to you such as blankets and/or fans for your personal comfort. Most air-conditioned residence halls contain semi-private bathrooms.
3. The residence hall conference staff consists of the Office of Conference Services personnel and custodial staff. Should problems arise such as breakage or malfunction of equipment or facilities, please advise a member of the staff.
4. A member of the Kutztown University Conference Services staff will assign rooms and provide room keys to each guest as he/she arrives for the conference. (Note - usually the conference group registration will take place in a residence hall lobby. The Conference Services staff will work with conference representatives in assigning rooms if so desired). Upon check out, conference guests must return room keys. The conference group will be held responsible for all keys not returned and charged accordingly. The charge for lost keys is \$70.00 **per key**. Some rooms require 2 keys (front door and bedroom door).
5. Linens may be provided for a designated fee. Furnished linens consist of two sheets, two towels, one pillowcase and one washcloth. (pillows and/or blankets can be specially ordered at any additional cost). **Linens are rented on a weekly basis and will be offered at a reduced rate for each following week.** Linens are to be deposited in the linen bin (usually in desk area) upon check out. A guarantee number for linens will be required. The guarantee number is then the amount of linens that will be ordered and, in turn, will be billed to the conference. Additional linen, above the guaranteed number, will not be available. Please plan your number carefully.
6. Coin operated washers and dryers are located on the ground or basement floors of most residence halls. Other residence hall facilities such as floor lounges and kitchens are normally available for conference groups. Televisions or recreation equipment are not normally available for use by conference groups.
7. There are no phones in the rooms. Staff may choose to bring phones for use in their rooms. Only credit card, collect and local calls may be made from University room phone lines. Conferees are not encouraged to bring phones. Please be advised that depending on your location within the residence halls, cellular telephone service may be limited.
8. Furniture and furnishings should not be rearranged or removed from rooms or public areas. Report any breakage to the Conference Services staff. Furniture is placed according to maintenance needs and building and fire codes. Please respect these placements. **If furniture is rearranged or moved, the conference group will be billed for the labor needed to return it to its original place.**
9. Fire, safety and hygienic standards prohibit the use of the following equipment in residence hall rooms: heating and immersion coils, space heaters, air conditioners, toasters, electric cooking devices (ie. skillets, hot plates or popcorn poppers), sun lamps or any electrical items with frayed wires.
10. The following are also not permitted on University property.
 - a. The possession and/or consumption of alcoholic beverages and illegal drugs.
 - b. Firearms, weapons, fireworks or explosives of any kind.
 - c. Pets (this does not include licensed service animals).

11. Room windows should not be left open when checking out and screens should NEVER be removed except in extreme emergencies. Screens that are removed or torn are a billable damage.
12. The residence halls front entrances are locked 24 hours per day. Access to the residence hall can only be gained from the front entrance with use of a swipe card which will be provided at check-in. All the secondary doors are exit only and alarmed 24 hours.
13. Guests should observe the ordinary security measures one would practice in a hotel or motel. Keep the door locked and valuables out of sight once belongings are moved into a room. Kutztown University and the Kutztown University Foundation do not accept responsibility or liability for personal items. Take cash or valuable jewelry whenever leaving the room. Lost or found items should be reported to the Conference Services staff immediately.
14. Conference guests should park in authorized parking lots only, not in driveways, roadways, loading zones or any grass areas. The conference director will be informed of which lots are authorized for use. Cars parked in any other area will be subject to ticketing or towing. Painted parking guidelines and signs denote illegal parking and tow zones.

FOOD AND DINING SERVICES

1. Conference groups will be served all meals at either the South Dining Hall or a previously arranged catered location.
2. The KU Dining Service is responsible for writing menus for the cafeteria and special events. All meals will be served cafeteria style unless otherwise agreed upon.
3. Conference groups are billed on the basis of the final guarantee number (required approximately two weeks prior to the start of their camp) or the ID meal card count of those dining, whichever is higher. Please see contract for specific details.
4. KU Dining Services will consider and work with the conference group to satisfy any unusual requests or needs with respect to the cafeteria menu or service, although additional charges may result. Such requests must be discussed with the Office of Conference Services at least two months in advance.
5. Special food related events/needs such as banquets, picnics and coffee/snack breaks, may be catered by the KU Dining Services if so requested by the conference group. KU Dining Services has first option on all food related requests. Meals and food items may be chosen from the Dining Service's selection. Arrangements must be made at least two months in advance. Contact the Office of Conference Services for this request.

FACILITIES

1. Kutztown University exists as an institution of higher education and its facilities are designed to meet educational needs. These facilities/classrooms will also work well as meeting rooms for conferences. Most, but not all, are air-conditioned. Walking distances may be greater than those of a traditional hotel/conference complex, so guests should plan on bringing comfortable shoes. Although not specifically designed for conference use, the facilities of Kutztown University provide a comfortable atmosphere for learning and sharing in a conference setting.
2. The University will allow the use of meeting/classroom facilities that are appropriate for the needs of conferences and will not interfere with the primary educational mission of the University. The Office of Conference Services reserves the right to decide on and change specific buildings and rooms to be used by a conference group at any time.
3. The University will provide for the general housekeeping and normal setup of assigned facilities. Additional charges may be charged for setup or staffing of facilities requiring extraordinary labor or overtime work.
4. The Office of Conference Services will work with the conference group to provide audiovisual equipment and technicians, if needed and available. Requests for audiovisual equipment should be made at least two months in advance.
5. All buildings on the Kutztown University campus are designated as smoke-free. Each building will have one entrance designated as an outdoor smoking area.

SUPERVISION

1. The Office of Conference Services staff is NOT responsible for the supervision of conference guests, most importantly youth groups. The conference director is expected to provide an adequate number of counselors/chaperons or leaders to supervise the behavior of guests. If problems in this area occur, a member of the Conference Services staff will discuss the problem with one of the conference leaders. The Conference Services staff and other University representatives reserve the right to handle any problems which seem to present an immediate danger to an individual or the property of Kutztown

University. In this case, a conference director will be informed of the problem and will be expected to take corrective action. The conference will also be charged for any destruction of property. A reminder that conferees should be supervised at all times while on campus (residence halls, dining hall, gymnasiums, swimming pool,...)

2. It is understood that the conference and all persons under its supervision and control will abide by the rules, regulations and requirements of Kutztown University for the use of its various services and facilities. It is further understood that the conference will withdraw, remove or expel any person(s) associated with or participating in the conference upon the request of the Office of Conference Services for good cause. Moreover, the conference agrees to cease and desist any activity, function, program, etc., upon the request of the Office of Conference Services for good cause. The term "good cause" as used shall include but not be limited to the violation of any rule, regulation or condition of Kutztown University.

DAMAGE AND LOSS LIABILITY

1. The conference shall be responsible for all damages and losses beyond normal wear to buildings, facilities, grounds, equipment, furniture, etc. owned by or in part by Kutztown University and will be assessed accordingly. The assessment of the cost of repairs or replacements for any such damage or loss shall be determined by Kutztown University. A representative of the conference is encouraged to do a pre and post inspection with a member of the Conference Services staff.

2. Kutztown University and its representatives shall accept no responsibility for theft or other loss of money, valuables or personal effects of conference guests or equipment or materials belonging to the conference sponsor organization.

3. To the fullest extent permitted by law, the conference shall indemnify and hold harmless Kutztown University and its agents and employees from and against all claims, damages, losses or expenses including but not limited to attorney's fees, arising out of or resulting from the use of the premises of Kutztown University as agreed to in the University Hold Harmless Agreement.

EMERGENCY PROCEDURES

1. There are police officers on duty on campus 24 hours a day. Conference directors and guests will be expected to cooperate with the Department of Public Safety and Police Services, its police officers and other University officials in evacuating buildings and completing other emergency procedures if necessary. The phone number for emergencies only is (610) 683-4001 or just 34001 when dialing from a campus phone line. In addition, there are many emergency phones placed strategically around campus. Lifting the receiver and pressing one button automatically connects the caller to the emergency switchboard.

2. Kutztown University reserves the right to inspect all facilities, buildings, etc. on campus, including the residence halls, to regulate use of them. Such inspections shall be conducted in company with a designated representative of the conference provided an emergency situation (i.e. fire) doesn't necessitate the University needing immediate access to the facility. Furthermore, a representative of Kutztown University may enter any building or room at any time to make needed and immediate repairs.

3. There exists on campus a Health Center, which is staffed with medical personnel able to practice first aid treatment. The use of the Health Center will result in additional charges as necessary and will be charged back to the conference. Minors must have Health History/Permission Forms on file before treatment is administered. If a conference wishes to use its own form, approval must be sought from the Office of Conference Services at least one month prior to the conference and copies must be supplied to be kept on file in the Health Center.

IDENTIFICATION

1. All Conference participants will be given some type of identification upon check-in (colored bracelet, lanyard, identification card, etc.). Each conferee will be assigned a specific identification, which must be worn/carried at all times during the conference. This identification will allow for use of the university facilities (previously scheduled and approved), Health Center, and Dining Hall. You may use your own form of identification in conjunction with the conference services identification if you desire. If you have a concern about the identification process, call the Office of Conference Services immediately.

DISTRIBUTION AND SELLING OF ITEMS

1. No one is permitted to tamper with, turn off, deface or obstruct the sale of goods of any vending machine on campus.
2. No group may sell clothing or novelty items that have the Kutztown University logo on it without permission from the KU Student Bookstore and the Office of Conference Services. The group coordinator should work through the Office of Conference Services to get the needed permission.
3. In accordance with the SSHE vending contract, only Pepsi products are permitted to be sold on campus. If your conference will be selling sodas or juices, please contact the Office of Conference Services for clarification and/or assistance.
4. Conferences will be permitted to sell merchandise and food/drinks during their conference, with a \$20.00 per day concession fee charged and being given to Kutztown University. The conference director must work with the Office of Conference Services to determine an appropriate location for the sales to take place. The concession (merchandise/food/drink) fee will be added to the final conference invoice.

The conference director will be required to meet with the Director of Conference Services or his/her representative prior to the beginning of the conference. This meeting can take place the day before or the day of the first day of the conference. Contact the Office of Conference Services to set up an appointment.

The Office of Conference Services will work with your conference group to make your stay on our campus as rewarding as possible. Because of our experience in dealing with a wide variety of conferences, we can make suggestions and provide insight that will help your conference be a success. These guidelines provide a framework for your planning process, but as other questions arise, please feel free to call the Office of Conference Services at (610) 683-1359. We are very proud of our campus and want your group's stay here and in the Kutztown community to be as pleasant as possible.

Office of Conference Services
Kutztown University
Schock Education House
PO Box 730
Kutztown, PA 19530
(610) 683-1359

APPENDIX 3:

Non-University Sponsored Event-Program Approval Form



NON- UNIVERSITY SPONSORED EVENT –PROGRAM APPROVAL FORM

Program/Event Information

Event/Program Name:

Program Start Date:

Program End Date:

Does the Event/Program have non-matriculated minors in attendance: ☐ Yes ☐ No

Supervision

Number of Staff: <hr/>	<i>As a guide, the following ratios are provided and were derived from the American Camp Association:</i>
Number of Participants: <hr/>	<i>5 years of age and younger – 1 staff for 5 minors (overnight) 5 years of age and younger – 1 staff for 6 minors (day)</i>
Ratio: <hr/>	<i>6-8 years of age – 1 staff for 6 minors (overnight) 6-8 years of age – 1 staff for 8 minors (day)</i>
	<i>9-14 years of age – 1 staff for 8 minors (overnight) 9-14 years of age – 1 staff for 10 minors (day)</i>
	<i>15-18 years of age – 1 staff for 10 minors (overnight) 15-18 years of age – 1 staff for 12 minors (day)</i>

Hold Harmless Agreement received: ☐ Yes ☐ No

Certificate of Insurance received: ☐ Yes ☐ No

Signed Facility Use Agreement received: ☐ Yes ☐ No
(Signed agreement provides client liability of certification of background checks and training)
(Mandatory Reporter, Sexual Harassment, Code of Conduct, and Health Management.)

Transportation needed: ☐ Yes ☐ No
If yes, attach the plan to this form

Housing needed: ☐ Yes ☐ No
If yes, attach the plan to this form

Non-University Sponsored Program Handbook Provided to Program Administrator or Contact for the Event: ☐ Yes ☐ No
The following are covered in the distribution of the Handbook: Response Protocols: Injury or Illness, Response Protocols: Staff Misconduct, Insurance Requirements, Safety and Security Planning, and Record Retention.

Program Administrator/Client:

Registry Administrator Signature:

(At least 30 days before program. Programs contracting within the 30 days must complete form with contract.)

APPENDIX 4:

MANDATORY REPORTER TRAINING HANDOUT



Protection of Minors Training

Child Abuse Reporting Law

- The [Pennsylvania Child Protective Services Law](#) requires certain people (called "mandated reporters") to report to the authorities any reasonable suspicion of child abuse:
 - Involving children they are responsible for, or come into contact with, during work (including while volunteering);
 - Based on a specific disclosure involving an identifiable child; or
 - By an individual over 13 years of age who committed the abuse.
- Pursuant to Board of Governors policy 2014-01-A: Protection of Minors, all State System employees are designated as mandated reporters. You are mandated to report any time you are on State System property, attending a State System event, or attending an event on behalf of the State System

- Health practitioners;
- Clergy;
- Childcare services personnel;
- Adoptive and foster parents;
- Law enforcement;
- School employees who work with children;
- Individuals who come into contact with children while working under the management or supervision of most mandated reporters;
 - Attorneys affiliated with entities (including schools and religions) that are responsible for children; and
 - An adult responsible for a child with an intellectual or chronic psychiatric disability in a family living home, community home, or host home for children.

- **Protections:** You cannot be successfully sued or prosecuted, as long as the report was made in good faith — even if the agency's investigation does not confirm your suspicions. (**Title 23 § [6318](#)**)
- **Penalties:** If you willfully fail to report child abuse, you may be subject to criminal liability ranging from a misdemeanor to a felony.
- **Liability:** Committing any of these crimes could also expose you to a costly lawsuit.

- Development of anti-social or self-destructive behaviors;
- Acting out or being cruel toward others or becoming sexually promiscuous.
- Becoming depressed, withdrawn, or suicidal.
- Even momentary abuse can cause permanent damage, including stress-related health problems and an increased risk of:
 - Anxiety, fear, panic, and depression;
 - Hostility, anger, and aggressive behavior;
 - Difficulty with trust, honesty, intimacy, and forming positive relationships;
 - Low self-esteem;
 - Isolation and alienation;
 - Guilt, shame, and humiliation; and
 - Alcohol and drug abuse.
- We can't ignore these long-term consequences. We all must do our part to stop child abuse to create a safe and healthy community.

- Types of child abuse:
 - Sexual abuse;
 - Physical abuse;
 - Neglect; and
 - Emotional or mental abuse.

• **Note:** Since abused children commonly suffer from more than one type of abuse, you do not have to identify each type to report your reasonable suspicions.

Sexual Abuse

- Occurs when an adult exploits a child (anyone under 18 years old) for sexual gratification — even if no touching is involved.
- **Warning signs** may include, but are not limited to:
 - Unusual sexual knowledge or behavior considering the child's age;
 - Pregnancy, injuries to a child's private parts, difficulty walking or sitting, or sexually transmitted diseases;
 - Dramatic changes in appetite or behavior;
 - Nightmares or bedwetting;
 - Running away from home (or attempting to do so);
 - Parent(s) is extremely jealous, controlling, or secretive; or
 - An adult possessing child pornography.
- Sexual abuse and neglect often occur together
 - Example – if parents or caregivers fail to protect a child from sexual abuse by someone else.
- Sexual abusers are generally very careful to avoid getting caught in the act, so a child's words or other indirect clues may be all you have.
- If you suspect sexual abuse but are unsure, immediately contact the authorities and let them determine whether a child is a victim of sexual abuse.

Physical Abuse

- Acts or omissions that cause, or fail to prevent, a serious physical injury to a child.
- **Warning signs** may include, but are not limited to:
 - Abnormal injuries for the child's age, maturity level, and physical ability;
 - Multiple injuries in different stages of healing;
 - Unexplained broken or fractured bones;
 - Glove-like or sock-like immersion burns;
 - Injuries in shapes of objects (belt or whip, iron, cigarette, etc.);
 - Restraint injuries (rope burns or similar bruises);
 - Withdrawal or extreme fear of parents, adults, or physical contact; or
 - Parent(s) offering implausible or changing explanations for the injury.
- Physical abuse injuries are not always visible.
 - Example – shaking a baby is a form of physical abuse that can result in significant internal injuries.
- **Note:** Although parents are generally permitted to use reasonable, age-appropriate physical force (corporal punishment or spanking) to discipline their children, excessive punishment that causes physical injury is considered abuse.

Neglect

- One of the most common categories of child abuse.
- When a parent or any other person responsible for a child's care and protection severely or persistently fails to provide for a child's physical, emotional or basic needs.
- **Examples** include, but are not limited to:
 - Chronically failing to provide a child's basic needs (e.g., food, clothing, shelter, or personal hygiene);
 - Denying or delaying medical treatment;
 - Exposing a child to hazards, leaving a child unsupervised or with an inappropriate caregiver, or permitting a child to engage in risky, illegal, or harmful behaviors; or
 - Failure to educate a child or to provide psychological or psychiatric treatment.
- **Warning signs** may include, but are not limited to:
 - Dangerous or extremely unsanitary living conditions;
 - Malnutrition (child morbidly underweight/overweight); or
 - Severe hygiene problems, or filthy or inadequate clothing

Emotional or Mental Abuse

- Words, acts, or omissions that have an actual or likely severe negative impact on a child's emotional and behavioral development, including those resulting from persistent or severe emotional mistreatment.
- **Examples** include, but are not limited to:
 - Humiliating, belittling, or ridiculing a child;
 - Intimidating, frightening, or terrorizing a child;
 - Withholding affection or refusing to acknowledge or speak to a child;
 - Exposing a child to domestic violence;
 - Exposing a child to alcohol or drug abuse; or
 - Encouraging a child's criminal or delinquent behavior.
- **Warning signs** may include, but are not limited to:
 - Extreme lags in a child's development;
 - Angry, aggressive, or destructive behavior to gain adult attention; or
 - A parent who is overly critical, doesn't understand child's basic needs, has unrealistic expectations about a child's development, or blames the child for the parent's problems.

- Most child predators lead a double life. They are careful to present themselves as someone you would never suspect of misconduct. Many are trusted family and friends, respected members of the community, and skillful liars.

- In this section, we'll cover how to:
 - Recognize predatory behavior; and
 - Avoid placing children at risk.

- **Note:** *Because 80-95% of predators are male, we will use "he" to refer to all predators. While there are fewer women who commit child sexual abuse, the harm they cause is as severe as that committed by male predators, and they are more difficult to spot.*

- You cannot identify predators by their age, sex, position, or appearance.
- Predators will do what it takes to make you like them and not consider them a threat.
- Many are smart, charming, and respected members of the community.
- If a child discloses abuse or an adult becomes suspicious, most people won't believe them because the predator isn't "that kind of person."
- Instead, you need to be suspicious of certain behaviors that help you identify high risk people and situations.

- Predators use calculated behavior called "grooming" to win children's affection and manipulate them into having sex.
- Signs of grooming may include, but are not limited to:
 - Preferring children's company over someone their own age;
 - Giving children gifts;
 - Showering children with attention and praise; or
 - Roughhousing with, tickling, and touching children.
- Often, predators prefer children who are easy targets, such as those who:
 - Lack confidence or have low self-esteem;
 - Have a reputation for lying or emotional problems;
 - Are needy and don't have a happy home life;
 - Have stressed-out and busy parents; or
 - Are easy to manipulate.

- Predators also groom adults to appear like ordinary nice and helpful people, but predators have a hidden agenda.
- Gaining the trust of adults gives predators access to children, creating opportunities for abuse.
- These are a few of the primary techniques predators use to groom adults:
 - Offer unsolicited help and not ask for anything in return — but the price maybe unsupervised access to children;
 - Commit boundary violations to test physical and emotional limits on contact and interactions with children;
 - Create a team or insider status to avoid enforcement of boundaries and the usual screening process;
 - Make unsolicited promises (e.g., "they're safe with me, I promise"); or
 - Discount or ignore "no," trying to make adults feel wrong or guilty for enforcing boundaries.

- Technology has expanded the predators' ability to groom children without being detected. Predators use computers and cell phones to befriend their victims and lure them into sexual encounters.
- "Sexting" (sending revealing or sexually suggestive photos with a text message) has become more common among high school teens.
- "Sextortion" is another way online predators ensnare their victims. They take over the victims' computers, or hack into their Facebook or other online accounts, to find personal information and incriminating photos. The hackers contact the victims and threaten to publicly post incriminating photos unless the victims pose for increasingly sexual photos via webcam.
- As new media tools are created at a frenetic pace, they increase the risks that young people face in the digital world.

The procedures for reporting child abuse, include:

- Determining what is a reasonable suspicion;
- Knowing what information to report; and
- Knowing how to make a report of child abuse.

- You must make a report to the authorities when you have a reasonable suspicion that a child may be a victim of abuse.
- If you suspect a child was or is being abused, ask yourself "would a person with average judgment, who saw or heard what I did, suspect child abuse?" If the answer is "yes," you have a reasonable suspicion.
- A reasonable suspicion does not have to be based on your personal knowledge — but it does need to be based on more than a rumor.
- Reasonable suspicion doesn't always mean something bad happened. It only means you suspect that abuse may have occurred or a child is at risk of being abused. It can be based on a single incident, what the child says, or a combination of signs (physical, behavioral, environmental, or parental clues).

How to Report

- Once you have a reasonable suspicion of child abuse, **immediately** make a report to the Pennsylvania Department of Human Services either:
 - Electronically at www.compass.state.pa.us/cwis/public/home OR
 - Orally at **1-800-932-0313** or TDD: **1-866-872-1677** (for the hearing impaired)
- For emergencies or crimes in progress, call **911** or [local law enforcement](#).
- If you make an oral report, you must follow up within **48 hours** with a written report to the Pennsylvania Department of Human Services and notify the individual designated in the University's Protection of Minors Policy <http://app.kutztown.edu/policyregister/Policy/GEN-005>. In lieu of making both an oral and a written report, mandated reporters may submit **one** report online at <https://www.compass.state.pa.us/cwis/public/home>.
- **Note:** Mandated reporters who are staff members of Kutztown University of Pennsylvania must notify the Title IX Coordinator, Mr. Jesus Peña, Esq., and Public Safety if they suspect child abuse while performing their work.

What to Report

- When you report, provide as much information as possible, including, but not limited to:
 - The child and child's parents' or caregivers' name, address, age, and sex;
 - Where the suspected abuse occurred;
 - The nature and extent of the suspected child abuse;
 - Any prior abuse to the child or siblings of the child;
 - The suspected perpetrator's name, age, sex, and relationship to the child, and any history of causing prior abuse;
 - The composition of the child's family;
 - Your name, telephone number, and email address;
 - Any actions you've taken on behalf of the child; and
 - Any other information that may be relevant.
- You must report your reasonable suspicions of abuse even if you do not have all of this information. You must provide all the information you do have available that may help the agency protect the child.

- In addition to your duties under the child abuse reporting laws, you're also required to report sexual misconduct to your school under a federal law called Title IX.
- Title IX requires schools to address sexual misconduct — including child abuse — when it limits or denies a student's ability to participate in or benefit from educational programs or activities.
- It does not matter whether the sexual misconduct is committed by school employees, other students, or third parties.
- Once the school knows or should have known about the sexual misconduct, it must take prompt and effective steps to:
 - Stop it;
 - Prevent it from happening again; and
 - Remedy its effects.

- Title IX requires "responsible employees" to report information regarding alleged sexual misconduct to the school's Title IX Coordinator, Mr. Jesus Peña, Esq. at pena@kutztown.edu or (610) 683-4700, and to Public Safety. Reports must be made to the Title IX Coordinator and Public Safety immediately.
- Responsible Employees – Any employee who:
 - Has the authority to take action to redress sexual violence;
 - Has been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX Coordinator or other appropriate school designee; or
 - A student could reasonably believe has this authority or duty.
- All employees are responsible employees.

- Can be found under the General Policies section of the University's Policy

Register at: <https://www.kutztown.edu/about-ku/administration/governance/policy-register/policies.htm>

APPENDIX 5:
CODE OF CONDUCT TRAINING HANDOUT



Camp, Conference, Clinic & Event Staff Code of Conduct

1. Do not engage in any sexual activity, make sexual comments, tell sexual jokes, or share sexually explicit material with minors or assist in any way to provide access to such material to minors.
2. In the case of adults supervising minors overnight, Authorized Adult should not enter a minor's room, bathroom facility or similar area without another adult in attendance.
3. Separate accommodations for adults and minors are required other than the minor's parents or guardians.
4. Do not engage or allow minors to engage you in romantic or sexual conversations or related matters. Similarly, do not treat minors as confidantes; refrain from sharing sensitive personal information about you. Examples of sensitive personal information that should not be shared with minors are information about financial challenges, workplace challenges, drug or alcohol use, and/or romantic relationships, etc.
5. Do not touch minors in a manner that a reasonable person could interpret as inappropriate. All personal contact should generally only be in the open, and in response to the minor's needs, for a purpose that is consistent with the program's mission and culture, or for a clear educational, developmental, or health-related purpose (e.g. treatment of injury). Any refusal or resistance from the minor should be respected.
6. Do not be alone with a minor. If one-on-one contact is required, meet in an open, well illuminated space or room with windows observable by other Authorized Adults or Program Staff members, unless the one-on-one contact is expressly authorized and must include more than one Authorized Adult or Program Staff Member.
7. Do not meet with minors outside of the established times for program activities. Any exceptions require written parental authorization and must include more than one Authorized Adult or Program Staff Member.
8. Do not invite individual minors to your home or other private locations. Any exceptions require authorization and must include more than one Authorized Adult or Program Staff Member.
9. Do not provide gifts to minors or their families independent of items provided by the program.
10. Do not engage or communicate with minors except for an educational or programmatic purpose: the content of the communication must be consistent with the mission of the program and the University.
11. Do not engage in any abusive conduct of any kind toward, or in the presence of, a minor, including but not limited to, verbal abuse, striking, hitting, punching, poking, spanking, or restraining. If restraint is necessary to protect a minor or other minors from harm, all incidents

must be documented and disclosed to the program administrator and the minor's parent/guardian.

12. Do not use, possess, or be under the influence of alcohol or illegal drugs while on duty, or in the presence of minors involved in a program, or when responsible for a minor's welfare.
13. Do not provide alcohol or illegal substances to a minor.
14. Do not provide medication to a minor unless authorized by the program's medication management guidelines.
15. When transporting minors, more than one Authorized Adult or Program Staff Member from the program must be present in the vehicle, except when multiple minors will be in the vehicle at all times through the transportation. Avoid using personal vehicles if possible and comply with the program's transportation guidelines.
16. Any communication with a minor in electronic format (via email or text) should be in a group mail/text format or include another program personnel or parent – this avoids any one-to-one communication. Personnel and supervisors should monitor the internet use of minors in the program and assure filters or blocked content/security options are on in those programs which allow minors to use University PCs or other electronic devices. Personnel should not access any site inappropriate for minors while in supervision or monitoring role.
17. Do not use harassing language that would violate the Social Equity or University harassment policies.

APPENDIX 6:

KUTZTOWN UNIVERSITY IMMEDIATE EMERGENCY RESPONSE and EVACUATION PROCEDURES

This guide is to assist faculty, staff and students in responding to a variety of emergency situations, which they may encounter at Kutztown University (KU) while working, attending classes or events, or living on campus.

Please become familiar with the contents of this guide. In the event of an emergency, it is designed to serve as a quick reference for effective action. New employees and students should be made aware of this guide during orientation. If there are any questions or comments regarding this guide, please contact the Emergency Management Coordinator, the Director of Environmental, Health and Safety or the University Police Chief.

In order to protect yourself and others, each KU faculty, staff and student should know what to do in an emergency. Your response to any incident must focus on minimizing injury and loss of life. Do not jeopardize your safety or the safety of others to protect the physical assets of the University.

Kutztown University Police	(610) 683-4001
Fire / Medical Assistance	(610) 683-4001
Ambulance	911

DECLARATION OF A CAMPUS STATE OF EMERGENCY

A **state of emergency** is a governmental declaration that may suspend certain normal functions of government, alert citizens to alter their normal behaviors, or order government agencies to implement emergency preparedness plans. Such declarations usually come during a time of natural disaster or during periods of civil disorder.

In the case of an emergency at Kutztown University, the Emergency Management Coordinator will immediately call the President and the Emergency Management Team together.

After consultation with the Emergency Management Team, the President or designee will declare a state of emergency. The Emergency Management Coordinator and the Emergency Management Team will recommend to the President what actions to take. The President or designee will be advised of action already taken and will approve further plans and recommendations. The University Chief of Police may also declare a state of emergency if an incident requires an immediate response for the security and control of the incident site.

University Notification System

Kutztown University has created a system of notification for students, staff, and faculty which is called the KU ALERT SYSTEM. This system is a multi tiered approach of notification, that may use all or part of the following: SMS text messaging, emails, website alerts, computer monitor alerts, voice announcements via mass notification systems, and paper postings.

CAMPUS RESPONSIBILITY DURING AN EMERGENCY OR DISASTER:

Emergency Management Coordinator (EMC): (Vice President for Administration and Finance, 610-683-4106). The EMC assumes overall direction during an emergency and is responsible for employing the guidelines within the Emergency Operations Plan. The EMC notifies the members of the EMT.

Emergency Management Team (EMT): The EMT provides overall leadership and guidance to the University community during an emergency or disaster.

University Relations: (Public Information Officer, 610-683-4183). The office of University Relations will coordinate media relations and act as the link between the University and the public.

Emergency Operations Levels

- LEVEL 1 (Minor): A local emergency with limited impact, which does not affect the overall functioning capacity of the university. Examples include a small fire, a hazardous material incident, or a limited power outage.
- LEVEL 2 (Major): A serious emergency that completely disrupts one or more university operations. Examples would be a major fire, a civil disturbance, or a widespread utility outage. Outside emergency services, working with campus resources may be required.
- LEVEL 3 (Disaster): A community-wide emergency that seriously impairs or halts the operations of the campus. Examples would be a major flood or damaging tornado. Outside emergency services would be essential but not always available.

SPECIFIC EMERGENCY RESPONSE GUIDELINES

The following guidelines are only highlights of the detailed response procedures located in the applicable section of the KU Emergency Operations Plan (EOP)

I. Reporting Incidents, Emergencies, or Disasters

1. From a safe location, report all emergencies to the KU Police by dialing ext. "3-4001" from a campus phone or "610-683-4001" from a public or cell phone.
2. In case of an emergency off campus, Dial: 911.
3. When calling, stay calm and carefully explain the problem and location to the officer.
4. Remain on the phone until the dispatcher releases the call.

II. Evacuation Procedures

The main assembly areas in case of any emergency have been identified and will be communicated at the time of the emergency.

Building Evacuation – Stay Calm, Do Not Panic

1. When building evacuation (fire) alarm sounds and/or upon notification by KU Police, leave by the nearest marked exit or in accordance with the posted evacuation plan and alert others to do the same.
2. Once outside, proceed to a clear area that is at least 100-feet away from the affected building.
3. DO NOT return to an evacuated building unless authorized to do so by Emergency Services personnel.

Building Evacuation for Disabled Individuals

1. As soon as the alarm sounds, evacuate the building immediately by proceeding to the CLOSEST and SAFEST exit.
2. If not able to get to the exit safely, find an area of safety and either send someone for assistance or call the emergency number (Ext. 3-4001 or 610-683-4001) from your cell phone. If the area becomes smoke filled, try to get to the floor. Alternatively, try to find an alternate exit and evacuate immediately.
3. If above the ground floor, an Area of Rescue Assistance is available; proceed to that location and remain until assistance arrives. *Areas of Rescue Assistance* are located in deFrancesco Building, Dixon Hall, Graduate Center and Rohrbach Library. Communications devices are available to summon help from responders.
4. If an *Area of Rescue Assistance* is NOT available, proceed to the closest-safest enclosed stairwell to await emergency responders. If communications in an enclosed stairwell is not available, send someone to summon assistance for you or use a cell phone to contact University Police by dialing 610-683-4001.
5. If primary and alternate exits are smoke-filled or inaccessible, distance yourself from the smoke and flames by finding a room that offers safety. Once inside the room, open a window and drape some article of clothing outside as a signal that someone is waiting for help. If a phone is available contact University Police at 3-4001 or (610) 683-4001.
6. On the way to the "safe area" the physically impaired person should ask a non-impaired person for aid in notifying response personnel of the impaired person's location

Campus Evacuation

1. Evacuation of all or part of the campus grounds will be announced by personnel such as University Police and/or the Office of Environmental Health and Safety, or the local Fire Chief.
2. All persons (students and employees) are to immediately vacate the area in question and relocate to a designated building assembly point identified by the authorities.
3. DO NOT return to an evacuated building unless told to do so by Emergency Services personnel.

Stay in Place

Whenever Emergency Services personnel advises to "stay in place":

1. An employee should secure the room or the building in the best way practical to prevent unauthorized persons from entry into the space.
2. Employees should report anyone believed to be missing.
3. When appropriate the Physical Facilities Department will shut down HVAC equipment to prevent outside contaminated air from being introduced into the facility.

III. Biological, Chemical, or Radiation Incident

1. Any suspicious package received should be left untouched.
2. The location in which the package is located should be evacuated and the University Police notified immediately at ext. 3-4001 or (610) 683-4001.
3. It is important for anyone who comes in contact with the suspicious package not to be in contact with other people if at all possible. These individuals should remain isolated until cleared by Emergency Service Personnel.
4. Any exposure to a hazardous biological, chemical, or radioactive material must be reported immediately to University Police at ext. 3-4001 or (610) 683-4001.
5. When reporting, be specific about the nature of the involved material and exact location.
6. The key person on site should vacate the affected area at once, and seal it off to prevent further contamination of other areas until the arrival of Emergency Services personnel.

IV. Bomb Threat

1. If a suspicious object or potential bomb is observed, do not handle the object. Call University Police at extension 3-4001 or (610) 683-4001. Clear the area immediately.
2. If you receive a written bomb threat, set it aside and call University Police at ext 3-4001 or (610) 683-4001. Do not handle the note or the letter further.
3. Any person receiving a phone call bomb threat should carefully record as much information as possible. Be firm, calm, and speak quietly.
4. The individual receiving the bomb threat is responsible for carefully recording the information and then immediately notifying the University Police at ext 3-4001 or (610) 683-4001.
5. Keep the caller on the line as long as possible and ask the caller the following:
 - When is the bomb going to explode?
 - Where is the bomb located?
 - What kind of bomb is it?
 - What does the bomb look like?
6. Keep the caller on the line as long as possible and try to record a description of the caller's voice:
 - Age and gender of caller –male, female, young, old
 - Tone of voice – loud, soft, high-pitched, deep, raspy
 - Accent of caller – local, not local, foreign, nationality
 - Is voice familiar?
 - Background noises – office machines, factory machines, trains, airplanes, animals, music, silence, voices, traffic, party
7. Call the University Police at 3-4001 or (610) 683-4001(if they have not been notified) and provide all the information you have obtained to the police, along with your name and location.

V. HOSTAGE SITUATION

The faculty, staff, or student who recognizes or is notified of a hostage situation will call the University Police at:

- Campus phone ext. 3-4001
- Public phone 610-683-4001

The caller should provide as much as possible of the following information:

- The caller's name, location, and telephone number.
- Number of persons being held hostage.
- Location of the hostages.

- Condition of the hostages.
- Demands of the hostage takers.
- Physical description of the hostage takers (sex, race, age, height, weight, build, glasses, facial hair, hair color, hat, and clothing color and type), if possible.
- Description of the hostage taker's vehicle, if applicable.

VI. Civil Disturbance or Demonstrations

1. Report any occurrence of Civil Disturbance or Demonstration to the University Police at Ext. 3-4001 or (610) 683-4001.
2. Peaceful and non-obstructive demonstrations will not be disrupted.
3. Demonstrations will not interfere with the normal operations of the university.
4. If demonstrators persist in a disruptive activity, they will be advised that failure to discontinue the specified action within a specified length of time may result in disciplinary actions and/or arrest including suspension, expulsion, or possible intervention by civil authorities.
5. In the event that a violent demonstration, in which injury to persons or property occurs or appears imminent, call University Police at Extension 4-4001 or (610) 683-4001. Move away from the area to a safe place. Do not interfere with police intervention.

VII. Terrorism

The information contained in this section applies to response to terrorism threats or incidents on the local level and to the U.S. Government Homeland Security Advisory System Alert Levels. In conjunction with the U.S. Department of Justice, and the Berks County Office of the District Attorney, the University Police Department adopts and implements the Counter-Terrorism Taskforce Directive. The University Police Department point-of-contact is the Chief of Public Safety and Police Services.

The National Terrorism Advisory System, or NTAS, replaced the color-coded Homeland Security Advisory System (HSAS). This system will more effectively communicate information about terrorist threats by providing timely, detailed information. There are two levels of threats associated with the NTAS:

- **Elevated Threat Alert** - Warns of a credible terrorist threat against the United States
- **Imminent Threat Alert** - Warns of a credible, specific, and impending terrorist threat against the United States

NTAS Alerts will only be issued when credible information is available.

These alerts will include a clear statement that there is an **imminent threat** or elevated **threat**. Using available information, the alerts will provide a concise summary of the potential threat, information about actions being taken to ensure public safety, and recommended steps that individuals, communities, businesses and governments can take to help prevent, mitigate or respond to the threat.

The NTAS Alerts will be based on the nature of the threat: in some cases, alerts will be sent directly to law enforcement or affected areas of the private sector, while in others, alerts will be issued more broadly to the American public through both official and media channels

NTAS Alerts contain a **sunset provision** indicating a specific date when the alert expires - there will not be a constant NTAS Alert or blanket warning that there is an overarching threat. If threat information changes for an alert, the Secretary of Homeland Security may announce an updated NTAS Alert. All changes, including the announcement that cancels an NTAS Alert, will be distributed the same way as the original alert.

Kutztown University Response to NTAS Levels

Imminent Threat Alert

- Complete recommended actions established at Elevated Threat Alert.
- Listen to radio/TV for current information/instructions.
- Respond and take actions as directed by authorities.
- Be alert to suspicious activity and report it to proper authorities immediately.
- Conduct 100% identification check of visitors, vendors and contractors.
- Ensure mental health counselors are available for students, staff and faculty.

Elevated Threat Alert

- Be alert to suspicious activity and report it to proper authorities immediately.
- Review emergency preparedness/response plans.
- Prepare to handle inquiries from anxious students, parents and media.
- Ensure all emergency supplies are stocked and ready.
- Conduct safety training and emergency drills following written emergency plans.
- Ensure emergency communication plan is updated and needed equipment is available and in good working condition.
- Develop written emergency plans to address all hazards, including plans to maintain the safety of students, staff, and faculty.
- Develop an emergency communication plan to notify parents of students and university staff in times of emergency.
- Disseminate relevant information to members of the campus community.

VIII. Violent or Criminal Behavior

In you observe a criminal act or are a victim:

1. Promptly notify University Police at ext. 3-4001 or (610) 683-4001 and report the incident, including the following information:
 - Nature of the incident
 - Location of the incident
 - Description of person(s) involved.
 - Description of property involved.
2. Assist the officers when they arrive by supplying them with all additional information and ask others to cooperate.
3. In the event of gunfire, or discharged explosives take cover immediately using all available cover.
4. After the disturbance, seek emergency first aid if necessary.

IX. Explosion on Campus

1. Immediately take cover under tables, desks and other objects that will give protection against remaining falling glass or debris.
2. After the initial effects of the explosion and/or crash have subsided, notify the University Police at Extension 3-4001 or (610) 683-4001. Give your name and describe the location and nature of the emergency.

X. Fire

In all cases of fire the University Police must be notified immediately at ext. 3-4001 or (610) 683-4001.

1. If a minor fire appears controllable, immediately contact the University Police. If trained, personnel may extinguish the fire with a fire extinguisher. Never jeopardize your safety to save property; get out if you do not feel comfortable fighting the fire with a fire extinguisher.
2. If an emergency exists, activate the building alarm to alert everyone else. Caution: if the alarm fails to go off you must report the fire by phone.
3. On large fires that do not appear controllable, immediately sound the alarm and notify University Police. Be sure persons are evacuating, closing all doors to confine the fire and reduce oxygen – do not lock doors!
4. If you become trapped in a building during a fire and a window is available, place an article of clothing (shirt, coat, etc.) outside the window as a marker for rescue crews. If there is no window, stay near the floor where the air will be less toxic. Shout at regular intervals to alert emergency crews of your location. Do not panic.
5. Do NOT return to an evacuated building unless told to do so by Emergency Services Personnel.

**For information and direction for persons with disabilities, see section labeled
Building Evacuation for Disabled Individuals under Section II.**

**Additional Preparedness Information can be found by going to
<http://www.ready.pa.gov>**

XI. Earthquake

Remain calm and quickly follow the steps outlined below.

1. Take cover under a sturdy desk, table, or bench or against an inside wall, and hold on. If there isn't a table or desk near you, cover your face and head with your arms and crouch in an inside corner of the building. Use a doorway for shelter only if it is in close proximity to you and if you know it is a strongly supported, load bearing doorway.
2. Stay inside until the shaking stops and it is safe to go outside. Most injuries during earthquakes occur when people are hit by falling objects when entering into or exiting from buildings.
3. If outdoors, move quickly away from buildings, utility poles and other structures. Caution: Always avoid power or utility lines, as they may be energized. Know your assembly points.
4. If in an automobile, stop in the safest place available, preferably away from power lines and trees. Stop as quickly as safety permits, but stay in the vehicle for the shelter it offers.
5. Evaluate the situation and, if emergency help is necessary, call the University Police at ext 3-4001 or (610) 683-4001.
6. Damaged facilities should be reported to the University Police and the KU Facilities Department.

XII. Floods

If flooding occurs, or the conditions exist that could cause flooding to occur, observe the following:

1. Listen to the radio or watch television weather broadcasts to keep apprised of weather watches or warnings.
2. Listen to National Weather Service/National Oceanic and Atmospheric Administration (NOAA) radio broadcasts if a weather radio is available. Allentown NOAA weather can be found at 162.400 MHz.
3. Go online to track the storm and be aware of weather alerts/warnings at <http://www.weather.gov/phi/>
4. If a flood watch or warning occurs for the area you are in, move to higher ground immediately. Do not delay if a warning is posted.
5. If you are in a campus building that begins to flood notify University Police immediately at ext. 3-4001 or (610) 683-4001 on a public phone.
6. Then leave the building for a facility that is not flooding.
7. When traveling do not drive through flooded roadways.
8. If a vehicle stalls in water, leave the vehicle immediately and move to higher ground.
9. Be extra cautious when driving at night, for it is more difficult to recognize flood signs, or the depth of water.
10. During heavy rains or flood alerts, etc., never park a vehicle near any streams, rivers, or flash flood areas.
11. If caught outdoors, climb to higher ground and stay there.
12. Do not walk through or drink flood water.
13. If told to evacuate, do so immediately.
14. DO NOT RETURN TO AN EVACUATED BUILDING unless told to do so by Emergency Service Personnel.

XIII. Tornado

In the event of a tornado warning in Berks County, notification will be given through the voice-communication fire alarm systems installed in most campus buildings, e2-Campus (KU Alert) alerting system, voice mail, email or word of mouth. The best protection is an underground shelter or basement, or a substantial steel-framed or reinforced concrete building. (If none are available, take refuge in other parts as indicated below.)

1. In any facility always go to the lowest floor possible.
2. If your building has no basement, take cover under heavy furniture on the ground floor in the center of the building, or in a small room on the ground or lowest floor that is away from outside walls and windows.
3. Stay away from windows to avoid flying debris.
4. If you are outside in open country, drive away from the tornado's path, at a right angle to it. If there isn't time to do this – or if you are walking – take cover and lie flat in the nearest depression, such as a ditch, culvert, excavation, or ravine.
5. Stay inside away from the windows and remain near an inside wall on the lower floors, if possible. The large brick buildings on the Kutztown University campus are of reinforced construction and should provide adequate shelter. If in a smaller facility go to the basement, an interior room or nearest brick facility.
6. Avoid auditoriums and gymnasiums or large metal buildings with large, poorly supported roofs.
7. Office buildings – go to an interior hallway on the lowest floor, interior rooms or closets or to a designated shelter area. Stay away from windows.

XIV. Severe Weather

The decision to cancel, close, delay openings, or close early is made by the President of the University in consultation with the Provost and a designated Vice President.

1. The University is Closed means that all classes and events, whether sponsored by the University or by non-university organizations, are suspended, and that all University offices are closed. Only personnel who are identified as essential to meeting basic health, safety, and operational needs are to report for work.
2. Classes And Events Are Suspended/Offices Open means that teaching faculty and students are not to report for scheduled classes, but all University offices will open on schedule. All non-instructional employees will report to work. All other programs and events whether sponsored by the University or non-university organizations are also suspended.
3. The University Opens Later (or Closes Early) means that classes start and/or offices open at a later hour than usual, or that the class day and business day end earlier than usual. Non-instructional employees will report to work or depart from work at the designated late or early times. Only personnel who are identified as essential to meeting basic health, safety, and operational needs are to report for work at their regularly scheduled times.
4. Evening (or Saturday/Sunday) Events Are Suspended means that all activities, whether sponsored by the University or non-university organizations, are suspended. In the case of Saturday or Sunday events, a scheduling decision will be made separately for each day. Employees with evening or weekend hours will report to work. All employees are advised to evaluate road conditions in their respective areas to determine if roads are passable.

Notification Procedures

The following outlets are available for obtaining information regarding the status of classes and administrative offices during severe weather conditions:

(The highlighted outlets will be the first to receive the information.)

A. Internal

- **Employee Hotline** 683-4191

(Non-instructional employees should always check this line for clarification of other announcements.)

- **General Information Hotline** 683-4649
- University Police 683-4001

B. External

Local Television and Radio Stations:

- WFMZ TV – Channel 69 (Allentown)
- KYW TV – Channel 3 (Philadelphia)
- WTXF TV – Channel 29 (Philadelphia)
- WCAU TV – Channel 10 (Philadelphia)
- WGAL TV – Channel 8 (Lancaster)
- WPVI TV – Channel 6 (Philadelphia)
- WAEB FM – 104.1 (Allentown)
- WLEV FM – 100.7 (Allentown)
- WRFY FM – 102.5 (Reading)
- WEEU AM – 830 (Reading)

Web Sites

Kutztown University: <https://www.kutztown.edu/weather>

XV. Medical Emergency

1. If serious injury or illness occurs on campus, immediately dial University Police at ext. 3-4001 or (610) 683-4001. Give your name, describe the nature and severity of the medical problem, and give the campus location of the victim. Do not hang up until released by the dispatcher.
2. In case of minor injury or sudden onset of illness take the following actions:
 - Students - report to the KU Health and Wellness Services for evaluation;
 - Employees - notify your supervisor who can arrange urgent care at an off-campus medical facility or contact on-campus emergency medical services.
3. In case of serious injury or illness, **ONLY certified or appropriately trained personnel** should quickly perform the following steps:
 1. Keep the victim still and comfortable. DO NOT MOVE THE VICTIM.
 2. Ask the victim, "Are you okay?" and "What is wrong?"
 3. Check victim's breathing and begin artificial respiration, if necessary. Send someone to get help.
 4. Control serious bleeding by direct pressure on the wound.
 5. Continue to assist the victim until help arrives.
 6. Look for emergency medical I.D.
 7. Give all information to the medical response team.

XVI. Psychological Emergency

A psychological emergency exists when an individual's behavior appears to place him/her at risk for harm to self or others. If a psychological emergency occurs:

1. Never try to handle a situation you believe is dangerous without appropriately trained assistance.
2. Notify the University Police of the situation at ext. 3-4001 or (610) 683-4001.
3. When contacting the University Police state the following:
 - Clearly state that you need IMMEDIATE ASSISTANCE.
 - Give your name.
 - Your location.
 - A brief description of the situation.

XVII. Student Death, Serious Injury or Illness

In the event of a death, serious injury, or illness to a student the following guidelines should be implemented to initiate an effective response and/or course of action on the part of the university.

1. The individual making the discovery of a student who is seriously injured, ill or dead should immediately contact the University Police at ext. 3-4001 or (610) 683-4001 and the KU Health & Wellness Services at ext 3-4082 or (610) 683-4082.
2. The Associate Vice President for Academic Affairs/Dean of Students will be notified by any University representative who becomes aware of the death, serious injury, or illness of a student.
3. The Associate Vice President for Academic Affairs/Dean of Students will:
 - Inform the University President, the Provost, and Vice President for Administration and Finance, and the Director of University Relations.
 - Assemble a crisis management team to assist in handling the situation.
 - Attempt to provide appropriate notification of the situation to the family.

XVIII. Substance Abuse

The most important technique in approaching or dealing with an intoxicated person is to communicate your genuine concern for them and their safety. An emergency exists and emergency medical attention is immediately required if the person:

1. Is unable to stand or walk, or can do so only with difficulty.
2. Is only poorly aware of his/her surroundings.
3. Has difficulty breathing.
4. Is passed out.
5. Has fever or chills.
6. Has difficulty speaking or identifying him/herself.
7. Has an injury.
8. Is paranoid, confused, or disoriented.
9. Is violent or threatening.
10. Appears to be a risk to him/herself or others.
11. Is obnoxious and unruly.
12. Is reported to have consumed a large quantity of alcohol, or "chugged," or ingested other sedating or tranquilizing drugs within the last 30 minutes.
13. Is vomiting.

In the event of a substance abuse emergency, contact the Health and Wellness Center at ext 3-4082 or (610) 683-4082. Or, if after hours, contact University Police at ext. 3-4001 or (610) 683-4001.

XIX. Utility Failure

In the event of a major utility failure, you should do the following:

1. During regular working hours (8:00 a.m. through 4:00 p.m., Monday through Friday), immediately notify the Facilities Department Work Control Center at Ext. 3-1594 or (610) 683-1594, along with the University Police at ext. 3-4001 or (610) 683-4001.
2. If there is potential danger to building occupants, or if the utility failure occurs after hours, weekends, or holidays, notify the University Police at ext. 3-4001 or (610) 683-4001.
3. If a fire emergency exists, activate the building alarm and leave the building.
4. DO NOT RETURN TO AN EVACUATED BUILDING unless told to do so by Public Safety or Environmental Health & Safety.

Elevator Failure

If you are trapped in the elevator, use the emergency phone to notify University Police. Most phones dial automatically, if the phone has a keypad, dial Ext. 3-4001 or (610) 683-4001 on your cell phone. If the elevator does not have an emergency phone, turn on the emergency alarm (located on the front panel of the elevator), which will signal for help.

Plumbing Failure/Flooding

Cease using all electrical equipment. During regular working hours (8:00 a.m. through 4:00 p.m., Monday through Friday), immediately notify the Facilities Department Work Control Center at Ext. 3-1594 or (610) 683-1594; after hours call the University Police at ext. 3-4001 or (610) 683-4001.

If necessary, evacuate the area immediately. Do not touch electrical equipment while standing in water.

Gas Leak

Cease all operations and immediately vacate the area. Do not switch lights or any electrical equipment on or off. Extinguish all open flames, including cigarettes.

During regular working hours (8:00 a.m. through 4:00 p.m., Monday through Friday), immediately notify the Facilities Department Work Control Center at Ext. 3-1594 or (610) 683-1594, along with the University Police at ext. 3-4001 or (610) 683-4001 from a telephone outside the area affected by the gas leak.

After hours, notify University Police at ext. 3-4001 or (610) 683-4001 from a telephone outside the area affected by the gas leak.

Steam Line Failure

During regular working hours (8:00 a.m. through 4:00 p.m., Monday through Friday), immediately notify the Facilities Department Work Control Center at Ext. 3-1594 or (610) 683-1594; after hours call the University Police at ext. 3-4001 or (610) 683-4001. If necessary, vacate the area. Keep clear to avoid burns.

Ventilation Problem

If smoke/odors come from the ventilation system, immediately notify University Police at ext. 3-4001 or (610) 683-4001, and, if necessary, cease all operations and vacate the area. Notify the Facilities Department Work Control Center at 3-1594 or (610) 683-1594

XX. Active Shooter Response Guidelines

This situation is a barricaded suspect(s) or an outdoor movement situation where the suspect(s) is actively discharging a firearm at the Public and/or randomly firing into an area where it is reasonably expected that persons could be struck by the suspect(s) fire. These situations leave little or no time for proper planning and normally require first arriving Law Enforcement units to take immediate action to end the danger

IF YOU ARE INDOORS AND IN DANGER:

1. EVACUATE, if you can do so safely. Notify anyone you encounter to leave the building immediately. Evacuate to a safe area away from the danger and take protective cover. Stay there until emergency responders provide instructions.
2. When there is an active shooter, DO NOT activate the fire alarm to evacuate a building.
3. If you cannot safely evacuate the building, the following guidelines are recommended:
 - Go to the nearest room or office.
 - Lock and barricade doors.
 - If the door has no lock and the door opens in, a heavy door wedge can be jammed between the bottom edge of the door and the floor, otherwise look for heavy furniture to barricade the door.
 - Turn off lights.
 - Close blinds and stay away from windows.
 - Cover windows, including windows on the door.
 - Turn off radios and computer monitors.
 - Stay calm, quiet, and out of sight.
 - Take adequate cover/protection i.e. concrete walls, thick desks, filing cabinets (cover may protect you from bullets).
 - Silence cell phones.
 - Place signs in exterior windows to identify the location of injured persons.
 - Do not open the door- it may be the shooter.

- Remember, the shooter will usually not stop until they are engaged by an outside force or stopped by resistance.

IF YOU ARE OUTSIDE

1. If you are outdoors and hear gunfire, stay alert and move away from the gunfire.
2. Look for appropriate cover locations. Brick walls, large trees, retaining walls, parked vehicles and any other object which may stop bullets, should be used as cover.

CONTACTING THE UNIVERSITY POLICE DEPARTMENT

1. Notify the University Police as soon as it is safe to do so - **Dial Ext. 3-4001 or (610) 683-4001**
2. Provide the following information:
 - Your specific location- building name and office/room number
 - Number of people at your specific location
 - Injuries- number injured, types of injuries
 - Assailant(s)- location, number of suspects, race/gender, clothing description, physical features, type of weapons(long gun or hand gun), backpack, shooters identity if known, separate explosions from gunfire, etc.
 - Do not hang up until released by the dispatcher.

WHEN POLICE ARRIVE

1. When police officers arrive on scene, move toward any Police vehicle when it is safe to do so while keeping your hands on top of your head. Do not carry anything in your hands that could be mistaken for a weapon. Do exactly and immediately what the Police tell you to do.
2. If you are still inside the building, DO NOT RUN. Drop to the floor, place your hands behind your head and remain still. Make no sudden moves that may be interpreted as hostile or threatening.
3. Wait for instructions and obey all commands.
4. Do not be upset, resist, or argue if a rescuer isn't sure whether you are the shooter or a victim.
5. Even if you are handcuffed and searched, DO NOT resist. Wait for the confusion to clear.
6. You will be taken to a safe area, where proper identification and status will be determined.

Emergency Evacuation of Persons with Disabilities: Persons with disabilities or persons who provide assistance to persons with disabilities should contact the **Disability Services Office** to discuss building evacuation procedures. Preparedness is critical and should include emergency evacuation routes, refuge locations and/or individuals to provide assistance in times of emergency.

Any questions related to this *Quick Reference Guide* should be referred to the University Emergency Management Coordinator, the Director of Environmental, Health and Safety or the University Police Chief.

Please keep this document readily available at all times!

APPENDIX 7:

Health Form (Sample)

THIS FORM IS TO BE COMPLETED FOR ANY CONFERENCE PARTICIPANT UNDER THE AGE OF 18. PLEASE NOTE: CONFEREES MAY NOT UTILIZE OUR HEALTH CENTER FACILITY WITHOUT THIS COMPLETED FORM.

**KUTZTOWN UNIVERSITY
OFFICE OF CONFERENCE SERVICES
HEALTH HISTORY/MEDICAL TREATMENT PERMISSION FORM**

Name of conferee _____ Birth date _____ Sex _____ Age _____

Parent or Guardian _____

Home address _____ Phone _____

Business address _____ Phone _____

Other Emergency Contact _____

Home address _____ Phone _____

Business address _____ Phone _____

Name of conference attending _____ Date of conference _____

Health History: (give dates)

Heart Defect/Disease _____
Convulsions _____
Diabetes _____
Hypertension _____
Mononucleosis _____
Bleeding/Clotting Disorder _____
Frequent Ear Infections _____

Diseases: (give dates)

Chicken Pox _____
Measles _____
German Measles _____
Mumps _____

Allergies: (give dates)

Hay Fever _____
Ivy Poisoning _____
Insect Stings _____
Penicillin _____
Other drugs _____
Asthma _____

Operations or serious injury (dates): _____

Disability or chronic recurring illness: _____

Dietary modifications: _____

Current medication taking: _____

Do you carry family medical/hospital insurance? _____ Carrier _____ # _____

I, the undersigned parent/guardian, do hereby grant permission for my son/daughter, named above, to attend the conference named above. In order that my son/daughter may receive the proper medical treatment in the event that he/she may sustain injury or illness during the period of the above conference, I hereby authorize the conference staff and the Kutztown University Health Center to obtain or provide medical treatment for my son/daughter for such injury or illness during the conference, and I hereby hold the University, as well as its representatives, harmless in the exercise of this authority.

I further understand that there is always a possibility that my son/daughter may sustain physical illness or injury while at a conference at Kutztown University. If this occurs, I hereby authorize conference staff and Kutztown University Health Center and Kutztown University representatives to refer my son/daughter to a medical treatment center (hospital, etc.). I further acknowledge and understand that I will be responsible for any medical bills that may be incurred on behalf of my son/daughter for physical illness or injury that he/she may sustain during the conference.

Understanding that there is always a possibility that my son/daughter may sustain physical illness or injury, I acknowledge and understand that my son/daughter is assuming the risk of such physical illness or injury by his/her participation, and I further release Kutztown University Foundation and its representatives and Kutztown University and its representatives from any claims for personal illness or injury that my son/daughter may sustain during the conference. I further acknowledge and understand that my son/daughter will be responsible for his/her failure to abide by the rules and regulations of the conference named above or of Kutztown University.

Signed _____ Date _____ Phone _____

**THIS FORM IS TO BE RETURNED TO YOUR CONFERENCE COORDINATOR,
NOT KUTZTOWN UNIVERSITY PERSONNEL OR OFFICES**