

SAFETY AND PROTECTION OF MINORS

Minimum Requirements for Individuals Engaged in Programs & Activities Involving Minors

Requirements must be completed prior to interacting with minors. See the [Safety and Protection of Minors on Campus policy](#) for more details.

TIER	Nature of Interaction	Responsibility & Examples of Individual-Type	Screening & Selection	Annual Training	Monitoring & Supervision
I	1:1 and group interactions; supervised and unsupervised	<p>Holds primary responsibility for the program and is accountable for ensuring self and others are in compliance with minimum standards set by VCU for interactions with minors. May supervise Tier II or Tier III individuals</p> <p>Ex: Program Supervisor; Point Persons</p>	<p>Is responsible and accountable for ensuring compliance with the following biennial screenings of self and others:</p> <ul style="list-style-type: none"> Multi-state criminal background check National Sex Offender Registry screening <p>* Most background check vendors, including Sterling Volunteers and HireRight, meet these standards.</p>	<p>Is responsible and accountable for ensuring compliance with annual training requirements of others and the following requirements of self:</p> <ul style="list-style-type: none"> Complete Tier I Safety and Protection of Minors training Complete CSA training 	<p>Is responsible and accountable for ensuring compliance with monitoring and supervision minimum requirements of self and others; and is entrusted to engage in appropriate program related activities without direct supervision by another individual.</p>
II	1:1 and group interactions; supervised and unsupervised	<p>May hold a supervisory role over minors.</p> <p>Responsible and accountable for self and meeting minimum requirements set forth by VCU for interactions with minors. May supervise Tier III individuals.</p>	<p>Is responsible and accountable for ensuring compliance with the following biennial screenings of self:</p> <ul style="list-style-type: none"> Multi-state criminal background check National Sex Offender Registry screening 	<p>Is responsible and accountable for ensuring compliance with the following annual training requirements of self:</p> <ul style="list-style-type: none"> Complete Tier II Safety and Protection of Minors training Complete CSA training 	<p>Is entrusted to engage in appropriate program related activities at all times with or without direct supervision by a Tier I individual.</p>
III	Group interactions only; supervised at all times	<p>Tier III may be members from the community or be VCU employees or students serving in a volunteer capacity.</p>	<p>Tier III individuals are in supervised group settings at all times; therefore, screening and selection is at the discretion of the Program Supervisor.</p>	<p>Tier III individuals are in supervised group settings at all times; therefore, Tier III and CSA training is at the discretion of the Program Supervisor.</p>	<p>Under the direct supervision of a Tier I or II individual at all times.</p>



VCU



912 W. Grace St., 2nd floor
Richmond, VA 23284



804-828-1524



youth@vcu.edu



equity.vcu.edu