# Safety and Protection of Minors

## Minimum Requirements for Individuals in Programs & Activities Involving Minors

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| I    | 1:1 and Group Setting Interactions, Unsupervised and Supervised | Holds primary responsibility for running the program and is accountable for ensuring others are in compliance with the minimum standards set by UR for interactions with minors. Ex: Program Supervisor, Point Person | Is responsible and accountable for ensuring compliance with the following biennial screenings:  
- Multi-state criminal background check and  
- National Sex Offender Registry screening | Is responsible and accountable for ensuring compliance with annual training requirements for self and others as follows:  
- Complete Safety and Protection of Minors Training and  
- Watch Video: Protecting our Children: Shine a Light | 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. |
| II   | 1:1 and Group Setting Interactions, Unsupervised and Supervised | May hold a supervisory role and have responsibilities in the program/activity. Responsible and accountable for self and meeting minimum requirements set forth by UR for interactions with minors. May supervise volunteers. Ex: Full-time and part-time employees, hourly seasonal staff, interns, or mentors. | Will undergo the following biennial screenings:  
- Multi-state criminal background check and  
- National Sex Offender Registry screening | Will complete the following annual training:  
- Complete Safety and Protection of Minors – Tier II Training and  
- Watch Video: Protecting our Children: Shine a Light | Entrusted to engage in appropriate program-related activities at all times, including without direct supervision. |
| III  | Group Setting Interactions only—Supervised at all times | May be unpaid students or volunteers, or may be UR employees serving in a volunteer capacity not related to the requirements of their employment position. | Screening is at the discretion of the Tier I Individual with primary responsibility for the program. | Annual training is at the discretion of the Tier I Individual with primary responsibility for the program:  
- Optional Safety and Protection of Minors – Tier III Training and  
- Watch Video: Protecting our Children: Shine a Light | Must be under the direct supervision of a Tier I or II Individual at all times. |

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1 These requirements are to be met before individuals engage with minors in programs and activities. See Safety and Protection of Minors Policy at [policy.richmond.edu](http://policy.richmond.edu) for additional details.

2 For purposes of these requirements, ‘Direct Supervision’ means within sight and sound of an individual who does not require direct supervision.