

Protection of Minors on Campus Program Manager Training Module 2024

This training does not substitute for mandatory training provided by the PMOC Program or for guidance on specific situations to be provided by the PMOC Office.

Primary Contact

Ms. Chneadra Floyd

PMOC Compliance Specialist

- Responsible for PMOC oversight
- Monitors program for PMOC policy compliance
- Assists programs in developing compliance and risk management plans
- Available to provide training to staff and program participants

PMOC Mission

The mission of the Protection of Minors on Campus (PMOC) Program is to create a safe environment for all minors participating in University programs.

The program focuses on protecting the safety of individuals less than 18 years of age from maltreatment by a parent, guardian, caregiver, or staff of programs sponsored by, affiliated with, or conducted on Fayetteville State University property.



PMOC Policy

- Establishes standards to ensure appropriate protection and supervision of minors participating in University-sponsored activities and programs operated by third-parties who use Fayetteville State University property and facilities.
- Any suspected violation of the policy should be immediately reported to the Primary Contact.
- Violations may result in disciplinary action for any University employee, whether paid or volunteer, up to and including termination of employment.
- Violations may result in discontinuation of the program or banning of the program from use of University facilities.

Covered Programs

Covered Programs include, but are not limited to academic camps, athletic camps, and other enrichment programs, whether daytime only or overnight programs.

Covered Programs **do not** generally include

- externally sponsored field trips or visits that bring minors on to University property;
- programs or events that are not focused on minors as the targeted audience and are open to the general public, such as concerts or theatrical performances; or
- programs designed exclusively for students enrolled or matriculated at Fayetteville State University.

University Discretion

The University has discretion in determining whether a program or activity is a Covered Program, after considering the nature of the program, the duration and location of the program, and the nature and level of interaction University employees, volunteers or contractors will have with the minors participating in the program or activity.

Covered Individuals

Covered Individuals include all individuals 18 years old or older, including employees, volunteers, and students of the University and owners, employees, and volunteers of third-party entities operating a Covered Program who work closely with, supervise, instruct, or otherwise come into direct, non-incidental contact with minors in a Covered Program.

Invited guest speakers, guest lecturers, or guest instructors whose interaction with minors is limited and only in the presence of a Covered Individual, are not required to be considered Covered Individuals.

*Upon completion of all PMOC requirements Covered Individuals are referred to as Authorized Adults.

Definition of Minor*

A **minor*** (for the purposes of this policy) is defined as an individual who is **younger than 18** years of age, are **participating in a covered program** and who are **not enrolled or matriculated** students of the University.

FSU Enrolled Students (including Early College students) who are under the age of 18 are covered by University policies applicable to students and applicable State laws involving the protection of individuals under the age of 18 and **are not subject** to the remaining requirements of this Policy.

The duty to report suspected child abuse/neglect applies to all minors.

Program Registration

- **Prior to engaging in activities involving minors**, the program must be registered and approved by the FSU Protection of Minors Office.
- An individual responsible for the activity must be assigned as the PMOC Program Manager.
- The registration form must be completed in its entirety and include signed approval from the Department Director and appropriate Vice Chancellor.
- An updated registration form should be submitted when substantive changes are made to the activity or program.

[Registration Form](#)

Program Approval

No University department or student organization may offer a program that serves minors, and no third party may utilize University property to offer programs that serve minors, without **first** obtaining approval under this Policy and **continuously complying** with the PMOC Policy requirements.

Any Covered Program that is determined to have not complied with any provision of the University's Policy on the Protection of Minors is subject to immediate discontinuation of the Covered Program's operation and/or use of University property at the discretion of the University and may also be banned from future use of University facilities.

Criminal Background Checks

- University policy requires a volunteer to be subject to a criminal background check if the volunteer's service to the University will involve working with minors or having direct contact.
- "Direct Contact" is defined as care, guidance, control, or supervision of minors in group or one-to-one settings or the potential for one-to-one interaction with minors.
- The Program Manager must ensure anyone having direct contact with minors has been cleared before allowing them to work with minors.
- Please allow at least four weeks for completion of the background check.

Sex Offender Registry Check



The FSU Criminal Background Check includes a sex offender registry check.

Visit the links below to conduct sex offender registry checks.

1. [State Sex Offenders Registry](#)
2. [National Sex Offender Registry](#)

University Expectations

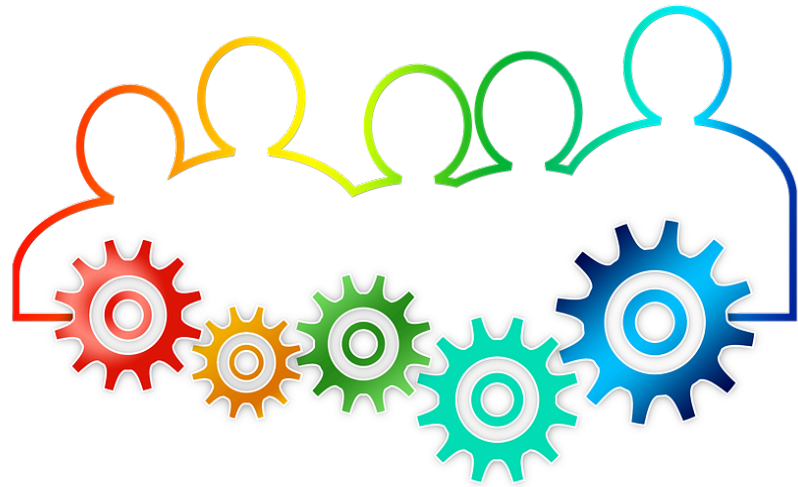
Program Audits

- The University reserves the right to audit your program for policy compliance.
- You will be given adequate notice of an audit and a check list of what will be required.

Staff Conduct

- Program Staff must always meet standards of conduct to avoid harm or potential harm to minors and, regardless of intent, to avoid having their actions construed as any type of inappropriate behavior.

Program Staff Training Requirements



- Each Covered Program must ensure that all Program Staff (employees and volunteers) are appropriately trained on policies and issues relevant to the protection of minors and University requirements.
- This training must occur at least annually and must occur prior to any initial interactions with minors.

Program-Specific Procedures

- In addition to PMOC requirements, Covered Programs should also implement their own procedures and trainings.
- Procedures to address instances of severe weather, swimming safety, lifeguard supervision, travel off premises, or other applicable situations where minors' safety or security could potentially be threatened.
- Training for Program Staff in cardiopulmonary resuscitation (CPR), First Aid, and Automated External Defibrillator (AED) use may be appropriate.

Program Reporting and Monitoring

- At least seven days prior to the start of the program, program managers must verify that all Covered Individuals have completed the mandatory training on the Program Monitoring.
- Program Managers must maintain a **current Program Roster**.
- Programs must maintain all documentation related to the program, including but not limited to the program roster, copies of mandatory forms and training documentation.

Authorized Adult Training Requirements

Training is mandatory for all individuals 18 years of age or older who will be working in any capacity with minors. It must be completed no less than 7 days prior to the program's beginning date. Please allow adequate time for completion and scoring of the training exam.

- Step 1: Review the PMOC training presentation.
- Step 2: Attest to the Personal Boundaries Statement.
- Step 3: Pass the "PMOC Training Exam" with a score of 85 or better.

Upon completion of the PMOC Training Exam, participants will receive their score. Participants will receive a confirmation email from the PMOC office within three business days.

It is the participant's responsibility to provide the Program Manager with a copy of their signed Personal Boundaries Statement and their PMOC Exam score.

Incident Involving a Minor

All incidents involving minors must be reported to the PMOC Office within 24 hours, including:

- Medical concerns and/or injuries beyond basic first aid
- Vehicle accident involving minors participating in registered programs
- Behavioral incident for FSU employees or volunteers working with minors
- Any issue that violates a campus rule, guideline or policy
- Participant conduct violations
- Mental health concerns
- Bullying
- Dating violence
- Child abuse or neglect

Use the [online reporting form](#) to report an incident.

➤ For incidents requiring immediate intervention on FSU property or involving FSU employees, also contact Campus Security at 910-672-1911.

➤ This report is NOT a 911 or Emergency Service call. **If you have an emergency, call 911 immediately. Complete this form after you call 911.**

Duty to Report*

- According to North Carolina law, any person or institution who has cause to suspect that any juvenile is abused, neglected or dependent, or has died as a result of maltreatment, as defined by G.S. 7B-101, shall report the case to the director of Department of Social Services in the county where the juvenile resides or is found, as outlined in G.S. 7B-301.
- You must report to the FSU Police Department if the minor is a victim of a violent offense, sexual offense or child abuse under G.S. 14-318.2.
- Knowingly or willfully failing to report or prevent another person from reporting is a Class 1 misdemeanor.

*More information about how to recognize and report abuse later

Clery Act

The Clery Act requires institutions to maintain statistics for incidents that occur on campus, in unobstructed public areas immediately adjacent to or running through the campus, and at certain non-campus facilities including Greek housing and remote classrooms. The Clery Act also requires timely warnings of crimes that pose a serious or ongoing threat to persons on campus.

Contact [Campus Safety](#) if you have any questions about the application of the Clery Act to a particular incident or circumstance.

Protecting Reporters



North Carolina law provides that a mandated reporter who in good faith makes a report, cooperates with law enforcement investigation, or testifies in any judicial proceeding resulting from a criminal investigation is immune from any civil or criminal liability arising under state law.

FSU policy prohibits retaliation against anyone who makes a good faith report of improper or illegal activity.

Forms & Documents

Resources for programs serving minors



Mandatory Forms

All Covered Programs must maintain the following forms:

- [Acknowledgment of Risk and Release and Waiver of Liability Form](#)
- [Camp Checklist](#)
- [Camp HealthCare Form](#) (if applicable)
- [Confidentiality Agreement](#)
- [Laboratory Information Sheet](#) (if applicable)
- [Participant Code of Conduct](#)
- [Participant Consent, Release and Wavier of Liability](#)
- [Photo Release Form](#)
- [Program Roster Form](#)

Program Documents

Programs may use the following resources.

- [Campus Safety Resources](#)
- [Castle Branch- Protection of Minors on Campus User Guide](#)
- [Emergency Management Planning Guide](#)
- [Fayetteville State University Contacts](#)
- [Preparedness in the Classroom](#)
- [Protection of Minors on Campus Flyer](#)
- [Title IX Brochure](#)

BEST PRACTICES



Staff Training

- Supervision responsibilities during structured and unstructured time including nighttime supervision
- Respectful communication
- Physical and emotional safety
- Problem-solving
- Recognize and address bullying
- Fair and consistent disciplinary action
- Appropriate responses to sensitive issues



Communications

- All Covered Programs should establish a procedure for notifications of parents/guardians in the event of an emergency and obtain and keep accessible contact information for participants' parents/guardians, as well as emergency contacts in the event parents/guardians are unavailable.
- All parents/guardians of participating minors should be provided with contact information to reach participants while the program is in session.



Medical Needs

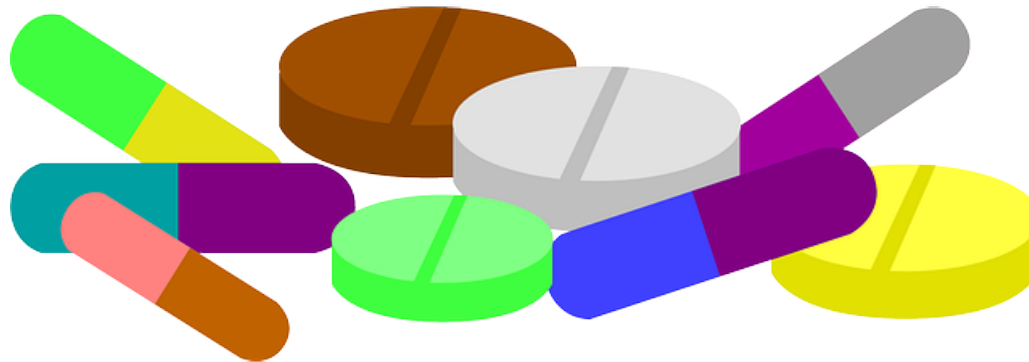
Programs should consider obtaining:



- Authorization from parents/guardians to permit treatment of Program participants by Student Health Services.
- Authorization for emergency medical treatment in the event the parents/guardians or their designated emergency contact are not available.
- Disclosure of any allergies or other medical condition or physical limitation that might impact participation in the Program.
- **Participants requiring medication during program time must have a complete Camper Health Form.**

Medications

- If minors receive or use prescription drugs or over-the counter medications, obtain a medical health form that includes administration instructions and side effects.
- All medications **must** be locked and not accessed by any minor.
- Program staff **must** get the medication for the minor and monitor its use.



Supervision Plan

- All Covered Programs should establish a plan for adequate supervision for the number and average age of participants, the activity and whether overnight accommodations are involved.
- The Supervision Plan for any overnight stay should specify curfew, rules pertaining to any visitors, and limitations of use of free time.
- Minors must be always accompanied by program staff while on campus, including in the dining hall or recreation areas.



Personal Boundaries

Do not engage or communicate with minors through:

- Email
- Text messages
- Social networking websites
- Internet chat rooms
- Other forms of social media at any time

Unless

- there is a programmatic purpose and
- the content is about the program and
- it is not a personal account

Maintain boundaries and take your responsibilities seriously.

- Always treat youth with respect.
- Avoid singling one child out from a group to become your special friend.

Unacceptable Behaviors

- Do not strike or hit a minor. Do not use corporal punishment or other punishment involving physical pain, discomfort, or humiliation. If restraint is necessary to protect a minor or other minors from harm, all incidents must be promptly documented and disclosed to the program director, the PMOC Office and the minor's parent/guardian.
- Do not engage in 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.
- Do not engage in any sexual activity, make sexual comments, tell sexual jokes, or share sexually explicit material (or assist in any way to provide access to such material via any medium) with or around minors.
- Do not use inappropriate language, tell risqué jokes, or make sexually suggestive comments around minors, even if minors themselves are doing so.
- Do not engage or allow minors to engage you in romantic or sexual conversations, or related matters, unless required in the role of resident advisors, counselors, or health care providers.

Unacceptable Behaviors

- Do not give personal gifts to, or do special favors for a minor, or do things that may be seen as favoring one minor over others.
- Do not touch minors in a manner that a reasonable person could interpret as inappropriate.
- Do not meet with minors outside of established times for activities.*
- Do not invite individual minors to your home.*
- Do not possess or use any type of weapon or explosive device while in the presence of minors participating in a program. FSU does not permit firearms on campus.
- Any exception requires prior written authorization from a parent/guardian of the involved minor and must include more than one program staff member. You must also obtain permission from the Program Director and the Protection of Minors Office.

Staff Standards

- Adhere to all requirements of these procedures and University policy concerning the protection of minors on campus.
- Remain vigilant in protecting the well-being and safety of all minors on the University campus
- Be familiar with University safety and security procedures and procedures for handling emergencies.
- Report immediately to the University Department of Campus Safety suspected or actual instances of *Abuse or Neglect*, of any minor on the University campus and any minor involved in a *Program*.
- Demonstrate respectful behavior toward minors. Do not engage in *Abuse or Neglect* of any kind toward, or in the presence of, a minor.
- When having a one-on-one interaction with a minor, meet in an open, well-illuminated space or in a room with an open door or windows observable by other *University-Related Individuals* whenever reasonably feasible and practical.

Prioritize Safety



- Monitor the weather for outdoor activities.
- Always keep your attention on the minors whom you are supervising.
- Avoid transportation complications.
- Lab programs must obtain complete laboratory consent forms and conduct lab safety training prior to lab activities.

No Drugs and Alcohol

FSU prohibits the use of alcohol or illegal drugs on campus.

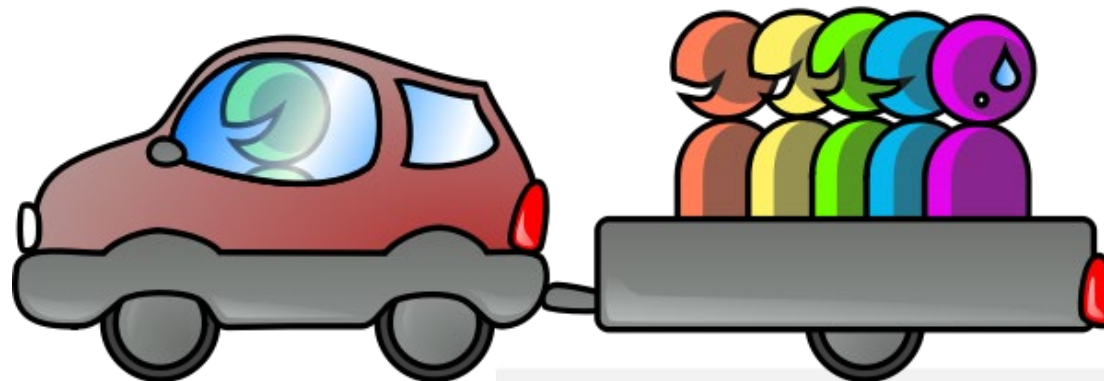
- Do not provide illicit drugs to minors or use drugs in the presence of minors.
- It is illegal in North Carolina to drink alcohol before the age of 21.
- Youth should not possess or consume alcohol.
- Adults should not drink when they have responsibility for the well-being of youth.
- It is illegal in North Carolina for anyone under the age of 18 to smoke/use tobacco products.
- FSU has a no smoking policy campus wide.

Recommendations

- ✓ Maintain program records
- ✓ Implement a program Code of Conduct
- ✓ Obtain written permission from parent/guardian
- ✓ Maintain Photography Release forms
- ✓ Use appropriately sized equipment
- ✓ Implement safety protocols based on activity
- ✓ Incorporate program feedback and evaluation

Transportation

- Include a transportation consent form with program materials.
- Unless you have written permission from a parent or guardian, do not transport a minor.
- When transporting minors as part of the activities associated with the program, more than one member of the program staff should be present in the vehicle, except when multiple minors will be always in the vehicle during the transportation.
- Avoid using personal vehicles if possible.



Recognizing and Reporting Child Abuse or Neglect

Protection of Minors on Campus



Definitions

CHILD ABUSE

- The North Carolina Division of Social Services (DSS) defines child abuse as “the intentional maltreatment of a child that can be physical, sexual, or emotional in nature.”

CHILD NEGLECT

- The North Carolina Division of Social Services (DSS) defines neglect as “the failure to give children the necessary care they need.”

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017

- The law expands existing mandated reporting laws to all youth sport organizations that participate in international and inter-state sporting events.
- Any adult who is authorized to interact with youth athletes will be required to report suspicions of abuse to the appropriate law enforcement agencies within 24 hours.
- Therefore, all staff and volunteers working with youth could be considered mandatory reporters under the federal act.
- There is an additional requirement to report suspicions to the U.S. Center for Safe Sport if your organization is governed by a “National Governing Body” or “Paralympic Sports Organization”.

Protecting Children from Sexual Abuse

An Act to Protect Children from Sexual Abuse and to Strengthen and Modernize Sexual Assault Laws, S.L. 2019-245 (S199)

New Mandatory Reporting to Law Enforcement for Certain Crimes Involving Child Victims

- Part I of S.L. 2019-245 creates a new mandatory reporting law when a juvenile is or has been a victim of certain crimes – G.S. 14-318.6. (This new reporting law is in addition to the universal mandatory reporting law for child abuse, neglect, or dependency required by G.S. 7B-301.)

The New Law

- “Any person 18 years of age or older who knows or should have reasonably known that a juvenile has been or is the victim of a violent offense, sexual offense, or misdemeanor child abuse under G.S. 14-318.2 shall immediately report the case of that juvenile to the appropriate local law enforcement agency in the county where the juvenile resides or is found.”

Who is a Juvenile?

- A juvenile is defined as a person younger than 18 who is not married, emancipated, or a member of the U.S. Armed Forces. G.S. 14-318.6(a)(1); 7B-101(14). The statutory definition further states, “For the purposes of this section, the age of the juvenile at the time of the abuse or offense governs.” G.S. 14-318.6(a)(1).
- Includes adults who had been a victim of an applicable reportable crime that occurred when they were under the age of 18.

What Offenses Must Be Reported?

1. **A violent offense**, which is defined as any offense that inflicts on a juvenile by other than nonaccidental means:
 - seriously bodily injury, which creates a substantial risk of death or causes serious permanent disfigurement; coma or prolonged hospitalized; or a permanent or protracted condition causing extreme pain or loss or impact of a bodily function or organ, or
 - serious physical injury, which causes great pain and suffering and can include serious mental injury,
 - and includes an attempt, solicitation or conspiracy to commit or aid and abet any of these offenses; (G.S. 14-318.6(a)(2), (3), (5))

2. **Misdemeanor child abuse**, which occurs when a parent of or a person providing care or supervision to a child who is 15 or younger;
 - inflicts or allows to be inflicted physical injury to the child by nonaccidental means or
 - creates or allows to be created substantial risk of physical injury to the child by nonaccidental means; (S. 14-318.2)

3. **A sexual offense**

Who Must Report

The new reporting law is a universal mandate, applying to all adults 18+.

It does not limit the reporting mandate to only those individuals affiliated with specific professions.

Exemption: the law exempts a limited number of professions who have a statutory privilege. Those who are exempt from the reporting law when a privilege applies to the knowledge of the crime include (1) attorneys; (2) licensed psychologists, associates, and employees; (3) licensed or certified social workers engaged in private social work services; (4) licensed professional counselors (renamed to licensed clinical mental health counselor) or associates; and (5) agents of rape crisis centers and domestic violence programs. G.S 14-318.6(h). No other professions with a privilege are exempted from the new mandated reporting statute.

Potential Signs of Abuse

- Sudden changes in behavior or performance
- Overt sexualized behavior or exhibits sexual knowledge that is inconsistent with their age
- No received medical attention for a physical injury that has been brought to the parents' attention
- Learning problems that cannot be attributed to specific physical or psychological causes
- Always watchful, as though preparing for something to bad to happen
- Overly compliant, an overachiever, or too responsible
- Comes early, stays late, and does not want to go home
- Frightened of the parents/protests or cries when it is time to go home
- Recoils at the approach of adults
- Reports injury by a parent or another adult caregiver

Potential Signs of Neglect

- Begs or steals food or money. May stockpile food
- Lacks needed medical or dental care; hygiene problems and body odor
- Lacks age-appropriate adult supervision
- Lacks clothing appropriate for the weather
- Reports family violence in the home
- Reports use of illegal substances or excessive use of alcohol by parents or caregivers
- Abuses alcohol or other drugs
- States there is no one at home to provide care
- Malnourished. Very low body weight/height for age
- Often tired, sleepy listless

Recognizing Sexual Abuse

- Difficulty in walking or sitting
- Torn, stained, or bloody underclothing
- Pain or itching in genital area
- Bruises or bleeding in external genitalia, vaginal or anal areas
- Venereal disease, especially in pre-teens
- Pregnancy
- Unwilling to change in front of others or refusing to participate in physical activities (such as swimming)
- Withdrawn, depressed, anxious, aggression, fantasy or infantile behavior
- Bizarre, sophisticated or unusual sexual behavior or knowledge
- Poor peer relationships
- Delinquent or run away
- Reports sexual assault by a caregiver

Reporting Abuse or Neglect

Before making a report, you **do not** need to conduct your own investigation or be certain that mistreatment has occurred.

Make a report if...

- You know that a minor is suffering abuse or neglect or is a victim of a crime.
- You suspect that a minor is suffering abuse or neglect or is a victim of a crime

Make a report regardless...

- Of whom the suspected culprit may be –a family member, teacher, religious leader, student, or coach, well-respected or not
- Of where the abuse or neglect may be occurring, for example in the home or at FSU

Peer Abuse

Protection of Minors on Campus



Definitions

Peer Abuse: Any kind of physical, sexual, emotional or financial abuse or coercive control exercised between children.

- The behavior in question is harmful to both the perpetrator (who is a child) and the victim.
- The behavior may be intimate (relationship violence) or non-intimate.

Bullying: The CDC and Department of Education have defined bullying as:

- unwanted aggressive behavior
- observed or perceived power imbalance and
- repetition of behaviors or high likelihood of repetition

Potential Signs of Bullying

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewelry
- Frequent headaches or stomach aches, feeling sick or faking illness
- Changes in eating habits, like suddenly skipping meals or binge eating
- Difficulty sleeping or frequent nightmares (for residential camps or children reporting these signs)
- Loss of interest in program or activities, or not wanting to go or to participate
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self-esteem
- Self-destructive behaviors such as running away from home, harming themselves, or talking about suicide
- Gets into physical or verbal fights

How to Prevent Bullying

Enforce a Code of Conduct

- Reinforces values
- Defines unacceptable behavior and consequences
- Empowers bystanders

Assess the Problem

- Survey participants, staff and parents
- Target your prevention efforts

Increase Adult Supervision

- Must be visible as well as vigilant.
- Should not be on mobile devices, etc.

Provide Bullying Prevention Training and Activities

- Participants
- Staff
- Parents

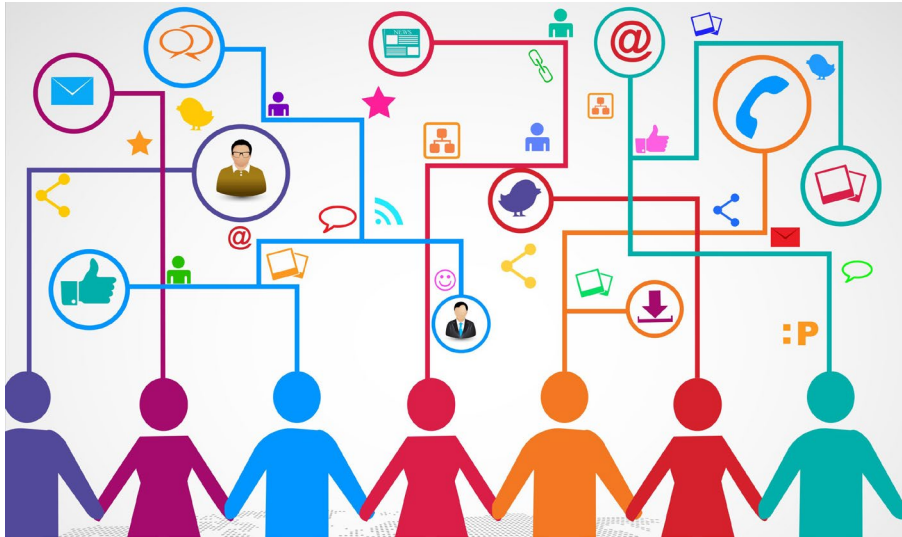
Cyber Bullying

- Bullying that occurs using technology (including but not limited to phones, email, chat rooms, instant messaging, and online posts)
- Cyberbullying involves primarily verbal aggression (e.g., threatening or harassing electronic communications) and relational aggression (e.g., spreading rumors electronically).
- Cyberbullying can also involve property damage resulting from electronic attacks that lead to the modification, dissemination, damage, or destruction of a youth's privately stored electronic information.

Specific Concerns

- **Persistent** – ability to immediately and continuously communicate 24 hours a day
- **Permanent** – information communicated electronically is permanent and public, if not reported and removed.
- **Hard to Notice** – Staff and parents may not overhear or see cyberbullying taking place, so it is harder to recognize.

Examples of Cyber Bullying



- Posting comments or rumors about someone online that are mean, hurtful, or embarrassing.
- Threatening to hurt someone or telling them to kill themselves.
- Posting a mean or hurtful picture or video.
- Pretending to be someone else online in order to solicit or post personal or false information about someone else.
- Posting mean or hateful names, comments, or content about any race, religion, ethnicity, or other personal characteristics online.
- Creating a mean or hurtful webpage about someone.
- “Doxing” is used to destroy the privacy of individuals by making their personal information public.

NC anti-bullying law

N.C. Gen. Stat. §115C-407.15 (2009)

"Bullying or harassing behavior" is any pattern of gestures or written, electronic, or verbal communications, or any physical act or any threatening communication, that takes place on school property, at any school-sponsored function, or on a school bus, and that:

1. Places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or
2. Creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities, or benefits. For purposes of this section, "hostile environment" means that the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.

Bullying or harassing behavior includes, but is not limited to, acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation, or mental, physical, developmental, or sensory disability, or by association with a person who has or is perceived to have one or more of these characteristics.

Preventing Peer-on-Peer Abuse

- ✓ Create an environment based on informed choice
- ✓ Ensure children know the risks
- ✓ Provide training on safe relationships
- ✓ Spot the signs and know how to respond
- ✓ Teach children to take responsibility for their thoughts and emotions



Residence Halls

Programs involving minors in residence halls require additional training, documentation and monitoring.



- Programs must provide necessary instructions for emergency procedures.
- Minors should be advised to place valuables in a secure place. They are responsible for their own belongings.
- All doors should be locked when the occupants are not in the room.

Working with Minors Online

- Respect is a key concept in online behavior. Encourage minors to exercise courtesy, tolerance and respect online and highlight the importance of seeking help if they are the target of bullying.
- Two or more program staff must participate in all online interactions with minor participants.
- Parents must sign a release form advising them if the session is recorded, their responsibility to monitor their child's online session and the risks of participating in online programming.
- Minors and their parents must comply with code of conduct.
- Staff will not share personal email or social media sites with minor participants, nor will they have contact with the participants outside of program scheduled events.
- Provide parents with procedures on reporting technical problems or cyberbullying.
- Staff should ensure that all discussions pertain to the program activities, all participants are encouraged to contribute and that all participants are respectful to everyone.

Use Technology Responsibly

- Learn how to spot common scams and fraud.
 - Resource: <https://www.usa.gov/online-safety>
 - Keep your computer software updated.
- Do not share passwords or sensitive information with anyone.
- Don't use the same passwords for multiple accounts.
- Keep crashers out of your online event:
 - Zoom: <https://blog.zoom.us/wordpress/2020/03/20/keep-uninvited-guests-out-of-your-zoom-event/>
 - Microsoft Teams: <https://docs.microsoft.com/en-us/microsoftteams/security-compliance-overview>

Recognize Unacceptable Behavior

- Communicate appropriately by using the right language for your audience.
- Keep things private. Do not share personal information.
- Set an example of confidentiality and professionalism.
- Respect others by being courteous and polite, even when disagreeing.
- Model respect and inclusion.
- Encourage being an “upstander.” If someone is being bullied, stand up for that person and report the behavior.
- Report inappropriate behavior.
- Follow the code of conduct.
- Think before you post, text or share by considering how you or others might feel after your post.

Non-Discrimination

The university does not tolerate discrimination, harassment or retaliation in violation of federal law, state law, or university policy. Any allegation of such conduct in a program serving minors must be reported to the AVC of Risk and Compliance using the Equity Intake Form or by contacting the PMOC Compliance Specialist.

Mandatory Reporting

Program Managers must report any of the following to the PMOC Office. The General Counsel will comply with all applicable mandatory reporting laws.

- Child abuse or neglect
- Missing child
- Bodily injury
- Safety threat

Risk Management

- The risk register is a process of collecting, analyzing and presenting the UNC System Enterprise Risk as directed by UNC Policy 1300.7 – University Enterprise Risk Management and Compliance.
- The process requires UNC System schools to report their top 5 risks annually.
- This year, we have identified PMOC as one of the top 5 risks.
- The university has identified the Protection of Minors on Campus as a top risk due to the high impact and increasing probability. This is a risk that we believe deserves renewed attention from all partners.

Balancing Caution and Care

- Research has shown that youth who are emotionally insecure, needy, and unsupported may be more vulnerable to the attentions of Offenders.
- The same dynamics that create a nurturing environment could open the doors to sexually abusive behaviors.
- Closeness between a youth and an adult can also provide the opportunity for abuse to occur.

Monitoring Behavior

- Your program must be prepared to respond to interactions among youth and between employees/volunteers and minors.
- Develop a monitoring protocol so that employees/volunteers are clear about their roles and responsibilities.
- Employees/volunteers should be prepared to respond immediately to inappropriate or harmful behavior, potential risk situations, and potential boundary violations.
- Enforce the protocol so that appropriate actions follow.
- Supervisors need to redirect inappropriate behaviors to promote positive behaviors, confront inappropriate or harmful behaviors, and report these behaviors if necessary.

Respond Quickly and Appropriately

1. inappropriate or harmful behavior
2. infractions of child sexual abuse prevention policies, and
3. evidence or allegations of child sexual abuse

Do not conduct your own investigation! Depending on the circumstances, it may be appropriate to ask a few clarifying questions of the youth or the person making the allegation to adequately report the suspicion or allegation to the authorities. You should notify the PMOC Office immediately.

Child Abuse Prevention Month



Prevent Child Abuse
North Carolina

Positive
Childhood
Alliance
NORTH CAROLINA

*APRIL IS CHILD ABUSE
PREVENTION MONTH.*

#CAPMonth2024 #BuildingTogether #HopefulFutures

**BUILDING
A Hopeful
Future
TOGETHER**

Come help us
build hopeful futures
for kids today!

Learn how you can build hopeful futures at
positivechildhoodalliancenc.org

The poster features a vibrant illustration of a community scene. In the background, there are colorful houses and a fountain. In the middle ground, a group of diverse people are playing in a park; some are on a playground, others are playing ball, and one person is in a wheelchair. In the foreground, three children are riding bicycles along a path. A QR code is located in the bottom left corner, and the text 'BUILDING A Hopeful Future TOGETHER' is in the bottom right.

April is Child Abuse Prevention Month

BUILDING A HOPEFUL FUTURE TOGETHER

**April 02, 2024
1:00 PM - 2:00 PM
RJ Student Center,
242**

**Building a Hopeful Future
Together: Prevent Child Abuse
North Carolina**

We are pleased to announce a speaker from Prevent Child Abuse North Carolina and a professor from FSU College of Humanities and Social Sciences to speak about prevention strategies, and child abuse detection.

**April 02, 2024
2:00 PM - 2:30 PM
Water Fountain
(Front of Campus)**

Pinwheel Ceremony

Pinwheels gardens are used to help educate communities about the importance of supporting children and families.

**April 05, 2024
Campus Wide**

Wear Blue Day

All are encouraged to wear blue to show support for preventing child abuse and neglect.

**April 09, 2024
6:00 PM- 8:00PM
Bronco Cinema
RJSC 106**

**Pre-law Society:
Movie Night**

Please join the Pre-law society for a movie night as we celebrate and bring awareness to child abuse. (Movie title will be announced at a later date.)

**April 18, 2024
11:00 AM - 12:00 PM
J.C. Jones Boardroom**

**PMOC Program Managers
QPR (Suicide Prevention)
Training**

By learning QPR, you will come to recognize the warning signs, clues and suicidal communications of people in trouble, and gain skills to act vigorously to prevent a possible tragedy.

**April 23, 2024
6:30 PM - 7:30 PM
Outside RJSC**

**Candlelight Vigil
Ceremony**

To honor abused, neglected and abandoned children during Child Abuse Prevention Month. In the event of inclement weather, the event will be held under the awning at the entrance to RJSC. For more information, call 910.672.1043

From the Office of Protection of Minors on Campus

910.672.1043
Equity@uncfsu.edu

**Wear blue to raise awareness for
child abuse prevention!**



PMOC Program Support

- The PMOC Office provides training, technical assistance, programmatic guidance, monitoring and oversight.
- Programs involving minors on campus should maintain communication with the PMOC Office.
- Program Managers are required to submit an updated Program Manager Report each semester.

YOUR FEEDBACK IS WELCOME!
THANK YOU!

