

KU (NLSC) SOCCER CAMP CHILD PROTECTION POLICY

I. Introduction

Each day, as many as 150 individuals with criminal records apply for positions with nonprofit organizations, many of whom are registered sex offenders. The National Center for Missing and Exploited Children reports that, on average, a serial child sex offender will commit 150 acts of molestation against a child prior to being caught. This data was captured as part of survey completed by the Federal Bureau of Investigation among incarcerated child molesters. We understand that organizations serving children, particularly those from distressed circumstances, are most susceptible to being targeted by those who prey on children.

The KU Camp has a zero-tolerance policy for incidents of child abuse. We understand that protecting children is our most important responsibility, and that our programs serve no positive purpose if we do not ensure their safety. In EVERY case, the report of molestation and abuse, or suspected molestation or abuse, will be treated with absolute priority, and the KU Soccer Camp will do everything in its power to ensure the successful prosecution of the perpetrator to the fullest extent of the law.

This document provides guidelines and establishes procedures for employees, board members, volunteers, consultants, or anyone conducting or involved (defined as "Individuals") in youth programming on behalf of the KU Soccer Camp. Note that such "Individuals" do not include outside vendors, contractors, or service providers, unless they are directly involved with KU Soccer Camp youth programming.

II. Compliance

The KU Soccer Camp, as part of its Child Protection Policy, is responsible for appointing a Compliance Officer. The Compliance Officer ensures the organization is acting in accordance with any requirements outlined in the policy. Duties of the Compliance Officer include but are not limited to:

- Making sure all new hires are informed of and sign the camp's child protection policy.
- Ensuring that annual background checks are conducted through 3rd Degree Screening or through Validity Screening (if individual is a Kansas Athletics, Inc. employee or screened student-athlete).
- Working with Kansas Athletics compliance office to ensure all workers complete the required child protection education for that year.
- Notifying camp owner and Kansas Athletics, Inc. of any incident reports.

III. Orientation and Training of Internal New Hires

All new hires will be provided with this policy and educational training prior to working directly with children. Training will cover:

- Employee's obligations with regard to reporting incidents of child sexual molestation and abuse
- The process for reporting to the proper authorities and notification of Compliance Officer.
- Understanding what signs to look for in a child who may have been abused (via the required education).

IV. Background Checks

All KU Soccer Camp employees and volunteers will be subject to a background check conducted by 3rd Degree Screening on an annual basis. If the individual is a Kansas Athletics, Inc. employee or student-athlete who has had a background check run in the past year by Validity Screening, that completed check will be accepted. All background checks resulting in a positive finding of sexual abuse or molestation will result in that individual being permanently banned from working or volunteering in the organization

Background checks will include at minimum:

- Nationwide Criminal and Government Watch List
- County Criminal Records Search
- Federal Criminal Records Search
- Nationwide Sex Offender Records Search
- Social Security Number Verifications

V. KU Soccer Camp Action Policies

- 1.No camp employee will be alone with a camper, out of sight of at least one other camp employee. If this happens by accident (camper approaches staff member who is not in sight of others), the employee will immediately move to a location visible by other camp staff.
- 2.The camp trainer will ask another camp employee to be present when evaluating a camper for injury when out of sight of others.
- 3.As a general rule, camp employees will not touch campers, while understanding that a rare touch on the shoulder or arm to guide someone, or a “high-five” or handshake may be appropriate. Also understanding that occasional dangerous situations may occur in which touching a camper is the necessary action (ball coming towards the camper; vehicle coming towards camper, etc.). Physical contact such as hugging, picking up, wrestling, etc., a camper is not appropriate.

VI. Incident Reports

1. The Compliance Officer will have a form that MUST be filled in the event an incident is reported or occurs. The report will be discussed with the camp owner, guidance will be requested from legal counsel and appropriate authorities will be contacted. This form should be completed and submitted to the Compliance Officer immediately and no more than 24 hours after incident occurs or is brought to the attention of the Individual.
2. Individuals must agree to immediately report any incident or allegation of child abuse to local child welfare agencies and/or law enforcement, regardless of the inclusion or absence of this mandate within their governing state laws. Additionally, individuals must agree to immediately report any incident or allegation of child abuse to the Compliance Officer. It is not the responsibility of the individual to decide if an incident is valid, truthful, or worth reporting. This determination will be made by local authorities.
3. All those working or volunteering in a KU Soccer Camp sponsored program event must sign a copy of this policy prior to working for the camp.

By signing below, I acknowledge that I have received, read, and agree to abide by the KU Soccer Camp Child Protection Policy.

Signature: _____

Name: _____ Date: ____/____/____