



## **RU Policy No. 2.7**

**Responsible Division:** Office of Human Resources

**Originally Issued:** 09/2015

**Last Revised:** 10/2017

**Revised Effective Date:** 10/2017

### **Abused and Neglected Child Policy**

#### ***Policy Statement***

As an educational institution, the University is committed to protecting the health, safety, and best interests of all members of its community. Children under age 18 are particularly vulnerable to abuse and neglect, and the University is therefore committed to ensuring that all instances of suspected abuse and neglect are promptly reported as required under the Illinois Abused and Neglected Child Act (“ANCRA” or the “Act”).

The University reserves the right to modify or amend this Policy at any time, at its sole discretion. Any change to this Policy will become effective at the time designated above, and the changes will apply to both prospective students and those already enrolled. This Policy does not constitute an express or implied contract between Roosevelt University and any past, present, or prospective student, employee (including administrator, faculty, or staff), contractor, or volunteer.

Unless otherwise stated, the following definitions apply to this Policy:

- “Employee” as used in this Policy shall refer to **all** personnel who are currently or formerly, directly or indirectly, affiliated with the University, including but not limited to employees, students, alumni, volunteers, vendors, independent contractors, and visitors.
- “Child” means any person under the age of 18 years, unless legally emancipated by reason of marriage or entry into a branch of the U.S. armed services.
- “Mandated Reporters” are all Employees, as well as all Students enrolled in an academic programs leading to a position as a child care worker, school service personnel and/or education degree.

#### ***Policy***

It is a violation of University policy for a Mandated Reporter to fail to report the abuse or neglect of a Child that they have observed or have reasonable cause to suspect has occurred, whether such abuse and/or neglect occurs on or off of University premises, in its programs, or within its student body. An Employee who violates this Policy will be subject to disciplinary action, up to

and including termination. A Student who violates this Policy will also be deemed to have violated the Student Code of Conduct and will be subject to disciplinary action, up to and including expulsion.

The following additional definitions apply to this Policy:

- A person who is “responsible for the Child’s welfare” means the Child’s parent, guardian, foster parent, or any other person responsible for the child’s welfare at the time of the alleged abuse or neglect, or any person who came to know the Child through an official capacity or position of trust, including educational personnel, recreational supervisors, and volunteers, or support personnel in any setting where children may be subject to abuse or neglect.
- A Child is “abused” when their parent, immediate family member, any person responsible for the Child’s welfare, any individual residing in the same house as the Child, or a paramour of the Child’s parent engage in any of the following:
  - o Inflicts, causes to be inflicted, or allows to be inflicted on the Child physical injury, by other than accidental means, which causes death, disfigurement, impairment of physical or emotional health, or loss or impairment of any bodily function;
  - o Creates a substantial risk of physical injury to the Child by other than accidental means, which would be likely to cause death, disfigurement, impairment of physical or emotional health, or loss or impairment of any bodily function;
  - o Commits or allows to be committed any sex offense against the Child, as such offenses are defined in the Criminal Code of 1961, as amended (*e.g.*, criminal sexual assault, sexual abuse, indecent solicitation of a minor and child pornography) and extending those definitions of sex offenses to include a Child;
  - o Commits or allows to be committed an act or acts of torture upon the Child;
  - o Inflicts excessive corporal punishment upon the Child;
  - o Commits or allows to be permitted against the Child the offense of female genital mutilation, as defined in Section 12-34 of the Criminal Code of 1961; or
  - o Causes to be sold, transferred, distributed or given to the Child a controlled substance, except for controlled substances prescribed in accordance with state law that are dispensed to the Child in a manner that substantially complies with the prescription.

- A Child is “neglected” when their parent or other person responsible for the Child’s welfare deprives or fails to provide the Child with adequate food, clothing, shelter, or needed medical treatment. Neglect may also be alleged when a responsible adult provides inadequate supervision of the Child, as when children are left either unsupervised or in the case of someone unable to supervise due to their condition.
- A Mandated Report has “reasonable cause” to believe abuse or neglect has occurred where there is some actual or circumstantial evidence that the Child has been abused or neglected. Actual evidence may consist of obvious pain, or signs of physical injury such as cuts, burns or bruises. Circumstantial evidence may include a Child’s change of behavior, or implausible stories about injuries or activities.

Mandated Reporters are required to immediately report to the Illinois Department of Children and Family Services (“DCFS”) whenever they have observed a Child being abused or neglected or have reasonable cause to suspect that a Child has been abused or neglected by calling the DCFS Child Abuse Hotlines (at (800) 25-ABUSE or (217) 524-2606). In an emergency, the Mandated Reporter is also required to call the police. Mandated Reporters should also notified Campus Safety in instances in which the reported incident occurred on University premises.

***Entities Affected by this Policy***

All Divisions of the University.

***Related Documents***

RU Policy No. 2.1 (Policy Prohibiting Discrimination, Harassment, Bullying, and Retaliation); RU Policy No. 3.11 (Sexual Misconduct Policy). Please also reference any complaint resolution or other procedures implemented pursuant to this Policy.

***Revision and Implementation***

The Vice President of Human Resources shall have the authority to revise this Policy, subject to the approval of the President’s Executive Council.

The following shall have the authority to establish any procedures necessary to implement this Policy:

- The Vice President of Human Resources; and
- The Vice President of Finance and Administration (and/or, as authorized by the VP, the Director of Campus Safety); and
- The Vice President of Enrollment Management and Student Affairs (and/or, as authorized by the VP, the Associate Vice President of Student Affairs and Dean of Students).