

## **Protection of Minors Policy**

### **Frequently Asked Questions (FAQs)**

***1) How often do clearances need to be obtained?***

For the purposes of this policy, clearances will remain valid for 2 years. This timeframe may be different from other organizations that require clearances.

***2) Will you accept clearances that were obtained outside of RMU?***

Yes, we will accept Act 33, Act 34 and FBI fingerprinting results that are less than 2 years old.

***3) Do you need the original clearances?***

No, we will accept copies of the clearances.

***4) Are clearances required for large events such as sporting events or graduations?***

No, clearances are not required for events where it is expected that parents will provide supervision for minor children.

***5) I have a previous criminal conviction. Will this affect my job or prohibit me from working with minors?***

An individualized assessment will occur when adverse information is uncovered during the clearance process. The following factors will be taken into consideration:

- The nature of the finding;
- The job or responsibilities for which the individual is being considered;
- The underlying event(s) that occurred;
- The time elapsed since the finding;
- The individual's employment history and/or other evidence of his or her activities in the intervening time since the finding; and
- Other relevant information.

***6) My position has been designated as a "clearance required position". What if I don't want to obtain clearances?***

Clearances are a condition of employment for those in clearance required positions. In order to remain in the position, you must obtain clearances and remain in compliance with the Protection of Minors Policy.

**7) Does this policy apply to external individuals attending events on campus?**

The policy applies to anyone on RMU property or anyone conducting University business.

**8) Will RMU pay for my clearances?**

RMU will pay for clearances for employees in clearance required positions and those participating in RMU sponsored events.