

Dickinson

Department of Human
Resource Services

To the Dickinson College community,

Recent high-profile issues at Pennsylvania State University led the state legislature to overhaul Pennsylvania's law protecting children. Dickinson has already incorporated some of the law's changes, such as the requirement that employees report suspected abuse directly to authorities first and to the college second, into our current Protection of Minors policy.

A more complicated and challenging change calls for all employees who have routine interaction with children under the age of 18 to undergo background clearances. The new requirement also would apply to student workers and volunteers. Since we regularly have students under 18 on campus, including a significant number of first-years, as well as visiting students and participants in summer youth camps, we have made the decision that we will require background checks for all current and future employees.

The new clearance requirements for new employees went into effect January 1, and for current employees, they become effective July 1. While the Association of Independent Colleges and Universities in Pennsylvania has worked hard to delay this deadline or achieve greater flexibility on implementation schedules, our collective efforts were unsuccessful. As a result, we are working to bring a new policy to our community in a timely fashion. A working group led by Arlene Bones, director of Human Resources, and made up of faculty, staff and administrators, is considering how best to implement this requirement. Dickinson has committed to carrying the full cost of the background checks for employees—about \$60 per person.

Thank you for helping us comply with this new requirement. The working group will provide periodic updates to the community as it tackles these issues.

Sincerely,

Steve Riccio
Associate Vice President
Human Resource Services

For news and events, check out [dickinson.edu/news](https://www.dickinson.edu/news)

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