



Eastern Kentucky University

Policy and Regulation Library

Human Resources Regulation: 8.3.5HRR

Responsible Office(s): Office of Human Resources

Effective: February 8, 2003

Next Review Date: March, 2008

Human Resources Regulation: 8.3.5HRR Sex Offender Registry

Statement

Under the provisions of the Family Educational Rights and Privacy Act, as amended by the Campus Sex Crimes Prevention Act, Eastern Kentucky University will disclose information concerning registered sex offenders.

The purpose of this reporting is to ensure that members of the campus community have information available concerning the presence of registered sex offenders. Any person who is required to register as a sex offender in Kentucky shall provide notice as required under state law. The state is required to report such information concerning registered sex offender's enrollment or employment and to make this information available promptly to the Division of University Public Safety.

The registry of Sex Offenders in Kentucky can be obtained by checking the State Police website at <http://kspso.state.ky.us>. Upon receipt of notification Public Safety will notify the Office of Human Resources if the registered offender is an employee or Judicial Affairs if the registered offender is a student. The Office of Human Resources/Judicial Affairs will contact the employee/student.

Entities Affected

- All HR Staff
- All Supervisors
- All Employees
- All Students

Procedures

- Registered Sex Offenders are not barred from employment or enrollment with ECU. Limitations and restrictions on employment must be both reasonable, job related, and directly related to areas of potential risk.
- Registered sex offenders will be posted on the web site of University Public Safety upon confirmed notice.
- All registered sex offenders are required to self report their status to the Division of Public Safety upon employment or enrollment. If designated as registered sex offender, after employment or enrollment, the self-reporting must occur within one working day of the designation. Failure to self-report may result in disciplinary action up to and including termination of employment or expulsion.
- Registered/convicted Sex Offenders are prohibited from working in or being upon the premises without authority of any area of the University that is designated to provide service/care to children. This prohibition includes, but is not limited to, Model School and the Burrier Child Development Center. Other locations and/or events may be added at the discretion of University Administration.
- Supervisors of registered sex offenders should not assign the employee to an area from which they are prohibited if other employees are available to complete the assignment. If the assignment of the sex offender is essential, their immediate supervisor must escort them for the entire time that they are working in the prohibited location.
- Registered Sex Offenders are prohibited from working or living in University Housing and University Housing will not be provided to, or required of, any Registered Sex Offenders.
- Registered Sex Offenders are prohibited from being within the living areas of the University's Residence Halls and the Brockton Efficiency Apartments

Definitions

- **Sex Offender:** Generic term for all persons convicted of crimes involving sex, including rape, molestation, sexual harassment, and pornography production or distribution. In most states convicted sex offenders are supposed to report to local police authorities, but many do not

Responsibilities

See Procedures Section

Violations of the Policy

Violations will be handled through normal University procedures.

Statutory or Regulatory References

The state registry database is made available to alert possible victims of potential danger, not to punish or embarrass offenders. Pursuant to Kentucky Revised Statutes 525.070 and 525.080, use of such information to harass a sex offender is a criminal offense and is punishable by up to 90 days in the county jail or more severe criminal penalties may apply for more severe crimes committed against a sex offender.

Relevant Links

The registry of Sex Offenders in Kentucky can be obtained by checking the State Police website at <http://kspso.state.ky.us>

Regulation Adoption Review and Approval

Regulation Revision

<u>Date</u>	<u>Entity</u>	<u>Action</u>
March 2006	Human Resources	Approved

Regulation Issued

<u>Date</u>	<u>Entity</u>	<u>Action</u>
February 8, 2003	Board of Regents	Adopted