

## School Internship Safety Agreement

### **Purpose:**

To establish safety guidelines and parameters with cooperating employers entering into a Work-Based Learning agreement with the Canyons School District (CSD). This may include any of the following work-based learning activities: internships, pre- apprenticeships, pathway exploration, workplace tours, job shadows, informational interviews.

### **Reference:**

- [S.B. 147](#) School Internship Safety Agreements 2020 General Session
  - 53G-7-901 through 53-11-405
- Interns- Workers' Compensation Medical Benefits
  - An intern participating in an internship under Section [53G-7-902](#) is considered to be a volunteer government worker of the sponsoring public school, or an employee of the sponsoring private school, solely for purposes of receiving workers' compensation medical benefits.
  - Receipt of medical benefits under Subsection (1) shall be the exclusive remedy against the school and the cooperating employer for all injuries and occupational diseases as provided under [Title 34A, Chapter 2, Workers' Compensation Act, and Chapter 3, Utah Occupational Disease Act.](#)

### **Requirements for Compliance:**

Canyons School District may enter into internship agreements with cooperating employers after completing one or both of the following requirements:

1. **Signed worksite safety agreement** (District Form \_\_\_\_\_)
  - a. Ensure that an adult officer or employee of the cooperating employer is not intentionally alone with an intern for any significant amount of time during the intern's activities;
  - b. Maintain compliance with all applicable state and federal laws relating to workplace and student safety, privacy, and welfare and;
  - c. Provide a safe, educational, courteous, and welcoming professional environment that is free of harassment or discriminatory conduct that may result in a hostile, intimidating, abusive, offensive, or oppressive learning environment.
2. **Or, complete a criminal background check.**
  - a. Individuals to submit to a nationwide criminal background check and ongoing monitoring as found under Section 53G-11-402.

### **Procedure:**

1. The CTE Internship Teacher or the Work-Based Learning Facilitator will meet with a cooperating employer to establish appropriate expectations;
2. Tour the facility to ensure students will be in a safe environment;
3. Complete the internship safety agreement with the cooperating employer prior to allowing any work-based learning activities to begin; and;

4. If the employer has not entered into an internship safety agreement with CSD for reasons such as being a small business owner and cannot meet the staffing requirements, obtain an approved *Industry Representative Background Check Form* from the CTE Internship Teacher or the Work-Based Learning Facilitator, then set up a time for them to complete a criminal background check.



**INTERNSHIP WORK SITE SAFETY AGREEMENT**

**Policy Summary:**

The internship safety agreement requires a cooperating employer to do the following:

- Ensure that an adult employee is not intentionally alone with an intern for any significant amount of time during the intern’s activities.
  
- Maintain compliance with all applicable state and Federal laws relating to workplace and student safety, privacy and welfare; and provide a safe, educational, courteous, and welcoming professional environment that is free of harassment or discriminatory conduct that may result in a hostile, intimidating abusive, offensive, or oppressive learning environment.
  
- If the cooperating employer is a small business and cannot provide enough staffing to ensure two deep leadership, the cooperating employer who will be given significant unsupervised access to a student in connection with the student’s activities as an intern shall submit to criminal background check.

Please check the box that applies to your business:

- Our company can ensure two or more staff members with high integrity will be on shift
- Our company is too small to ensure two or more staff will be on shift

**Company Name:**

**Address:**

**Supervisor (Print Name):**

**Signature:**

**Date:**

**CSD  
Use Only**

**Verifying District Employee:**

**Signature:**

**Date:**