VI. Flow Chart / Decision Tree

Act 153 Decision Tree for Employees
When is Act 153 background certification required?

Does the employee have direct contact with minors?
The term minors includes anyone under the age of 18.

- Yes
- No

Will the employee ONLY have contact with minors who are:
(1) matriculated undergraduate or graduate students at CMU or
(2) prospective undergraduate or graduate students at CMU?

- Yes
- No

Examples of “other” minors include: K-12 students, minor employees, visiting students or scholars under 18, special students (non-degree) under 18, summer camps involving minors, Pre-College/SAMS and similar programs, childcare programs, off-campus contact with prospective students, and any outreach involving minors.

Employee interactions with minors are limited to:
(1) matriculated undergraduate or graduate CMU students or
(2) prospective undergraduate or graduate students visiting CMU.

The employee will work with “other” minors.

Does the employee have routine contact with “other” minors?

- Yes
- No

Is the employee responsible for the care, supervision, guidance, or control of “other” minors?

- Yes
- No

Is the employee a person responsible for the welfare of “other” minors? (e.g. Daycare provider, doctor, nurse, mental health professional, etc.)?

- Yes
- No

Act 153 Background Certification is required.

Act 153 Background Certification is not required.