

### **Internship Placement Issues**

Internships and other off-campus learning activities may involve additional problems, risks, or hazards to students, and may create liability for the university. The Experiential Learning Center (ELC) staff will assist Faculty Sponsors with any difficulties, threats, or problems their interns may face.

### **Internship Placement Difficulties**

Occasionally internship placements do not work out. If a student experiences problems at any time during the internship, they must notify the Faculty Sponsor and Internship Advisor immediately by phone or email. An alternative placement may be arranged in the event the student feels the internship is inappropriate or if difficulties arise that create undue problems for the agency or the student.

- If an employer creates an untenable situation for the student (unethical, illegal, or dangerous situation or environment), the Internship Advisor will investigate the situation in collaborating with CU Denver leadership if needed. In consultation with the Faculty Sponsor, the student may be removed from the internship and the University may sever the relationship with the employer.
- If a student fails to fulfill their internship duties as determined by the employer, the Faculty Sponsor and Internship Advisor will offer support and resources to the student as needed. Faculty Sponsor will determine academic consequences and the Internship Advisor will work with the employer to salvage the relationship. If appropriate, the Internship Advisor will attempt to find another intern for the employer.
- If the employer chooses to terminate a student's internship placement for cause, the Site Supervisor must disclose the reason to the student, the Faculty Sponsor, and/or Internship Advisor. The Faculty Sponsor and Internship Advisor will offer support and resources to the student as needed. The Faculty Sponsor will determine academic consequences and the Internship Advisor will work with the employer to salvage the relationship if needed.

### **Injuries**

Colorado State Law indicates that students enrolled in credit-bearing internships shall be covered under a college or university worker's compensation plan if the intern is not receiving remuneration. The University of Colorado Denver extends the coverage to not-for-credit internships, if they have an approved learning agreement on file with the ELC. Internship Advisors provide instructions for unpaid students to follow in the event of a workplace injury. Paid interns are covered under the employer's worker's compensation.

### **Hold-harmless Agreements and Other Contracts**

Employers may ask students to sign various types of documents including:

- Release/assumption of risk statements
- Non-disclosure statements
- Non-competing statements
- Other contracts.

Please advise students not to sign any documents they do not understand. Internship Advisors serve as advocates for students and will assist them in understanding the implications of such statements. Internship Advisors routinely contact employers for clarification.