

Effective 1/24/2018

Part 9 Internships

53G-7-901 Definitions.

As used in this part:

- (1) "Cooperating employer" means a public or private entity which, as part of a work experience or career exploration program offered through a school, provides interns with educational resources, training, and work experience in activities related to the entity's ongoing business activities.
- (2) "Intern" means a student enrolled in a school-sponsored work experience and career exploration program under Section 53G-7-902 involving both classroom instruction and work experience with a cooperating employer, regardless of whether the student receives compensation.
- (3) "Internship" means the work experience segment of an intern's school-sponsored work experience and career exploration program, performed under the direct supervision of a cooperating employer.
- (4) "Internship safety agreement" means the agreement between a public or private school and a cooperating employer in accordance with Section 53G-7-904.
- (5) "Private school" means a school serving any of grades 7 through 12 which is not part of the public education system.
- (6) "Public school" means:
 - (a) a public school district;
 - (b) an applied technology center or applied technology service region;
 - (c) the Schools for the Deaf and the Blind; or
 - (d) other components of the public education system authorized by the state board to offer internships.

Amended by Chapter 350, 2023 General Session

Amended by Chapter 527, 2023 General Session

53G-7-902 Public or private school internships.

A public or private school may offer internships in connection with work experience and career exploration programs operated in accordance with the rules of the state board.

Amended by Chapter 293, 2019 General Session

53G-7-903 Interns -- Workers' compensation medical benefits -- Risk management.

- (1) 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:
 - (a) receiving workers' compensation medical benefits; and
 - (b) for an intern participating through a sponsoring public school, coverage by the Risk Management Fund created in Section 63A-4-201.
- (2) 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.

Amended by Chapter 350, 2023 General Session

53G-7-904 Internship programs -- Criminal background checks.

- (1)
- (a) A public or private school may enter into an internship safety agreement with a cooperating employer.
 - (b) The public or private school described in Subsection (1)(a) shall ensure that the internship safety agreement requires a cooperating employer to:
 - (i) 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;
 - (ii) maintain compliance with all applicable state and federal laws relating to workplace and student safety, privacy, and welfare; and
 - (iii) 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)
- (a) If a public or private school has not entered into an internship safety agreement with a cooperating employer, officers and employees of 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 checks under Section 53G-11-402.
 - (b) If a public or private school has entered into an internship safety agreement with a cooperating employer, officers and employees of the cooperating employer are exempt from the criminal background check requirement described in Section 53G-11-402.

Amended by Chapter 374, 2020 General Session

53G-7-905 Recognition of participation in internship program.

A cooperating employer may be given appropriate recognition by a school, including the posting of the employer's name and a short description of the employer's business in an appropriate location on school property, or publication of that information in official publications of the school or school district.

Renumbered and Amended by Chapter 3, 2018 General Session