



# Safety Plans for Minor Performers at Pennsylvania Haunted Attractions

**No performance permits for minors will be issued to haunted attraction operators until a safety plan has been approved.**

The plan must address the elements below and any site-specific risks that may exist.

## POLICY AND TRAINING

A description of the policy in effect and training for:

- sexual abuse and harassment prevention;
- general workplace safety;
- emergency preparedness and protocols;
- hazard identification; and
- response to guest or patron misconduct.

The Bureau encourages operators to consult a qualified third party for training materials.

## REPORTING OF COMPLAINTS

A real-time reporting mechanisms and enforcement protocols for risks, hazards, guest misconduct, or other concerns. Operators must monitor and respond to complaints during rehearsals or performances that pose an active threat to a minor performer's health, safety, or welfare.



## BACKGROUND CHECKS

A comprehensive background check for all employees and volunteers who directly interact with minors.

Checks should identify:

1. All convictions involving minor victims, regardless of nature or grade; and
2. Misdemeanor or felony sex offenses, including offenses requiring sex offender registry placement.

Operators may use a third-party vendor if the checks screen for the offenses listed above.

Alternatively, operators may use the clearances referenced in Chapter 63 of the Child Protective Services Law. Third-party vendors should use at least a seven-year lookback for staff aged 18–25 and a 15-year lookback for staff aged 26+.

**The Bureau cannot recommend specific vendors. Visit the [Apply for Special Permit to Employ Child Performers](#) webpage for more detailed information.**

## WHO IS REQUIRED TO SUBMIT A SAFETY PLAN

All haunted attraction operators that employ minors as performers must submit safety plans to the Bureau unless either limited exception applies:

### **(1) No Remuneration Received by Any Individual**

If no person associated with the performance receives remuneration, performance permits and safety plans may not be required.

### **(2) Children Remain in Parent/Guardian Custody at All Times**

If all minor scare actors always remain alongside or within view of a parent or legal guardian, a safety plan may not be required.

## SAFETY PLAN SUBMISSION

A safety plan must be submitted annually, at least 20 calendar days before a permit request. If the plan is deficient, the Bureau will identify the deficiencies and give you an opportunity to cure. Late or deficient submissions may delay permit approval. Safety plans may be submitted to: [ChildLabor@pa.gov](mailto:ChildLabor@pa.gov).

**Please read detailed information on [Safety Plan requirements](#). This guidance does not supersede any laws that prohibit workplace discrimination.**