

# UC DAVIS YOUTH PROTECTION

Safeguarding positive engagement with minors at UC Davis.

## Code of Conduct

The following guidelines are intended to assist employees and volunteers when making decisions about interactions with minors. For clarification of any guideline, or to inquire about behaviors not addressed here, contact your supervisor.

UC Davis is committed to providing minors high-quality services and creating an environment for minors that is safe, nurturing, empowering, and that promotes growth and success.

No form of abuse will be tolerated and confirmed abuse will result in immediate dismissal from our organization. Further, UC Davis will fully cooperate with authorities in any investigation involving allegations of abuse.

This e-Code of Conduct with Minors outlines specific expectations of the employees and volunteers responsible for the care of the custody of minors at UC Davis.

1. Employees and volunteers will not abuse children in any way.
2. Minors will be treated fairly regardless of race, sex, age, religion, gender, or sexual orientation.
3. Employees and volunteers will adhere to uniform best practices (*see below*) of displaying affection as outlined by our organization.
4. Employees and volunteers will avoid affection with minors that cannot be observed by others.
5. Employees and volunteers will adhere to best practices of appropriate verbal interactions with minors.
6. Employees and volunteers will not date or become romantically involved with minors.
7. Employees and volunteers will not use illegal substances, or abuse legal substances, in the presence of minors.
8. Employees and volunteers will not have sexually oriented materials, including printed or online pornography, on our organization's property.
9. Employees and volunteers will not have secrets with or give/receive gifts with minors.
10. Employees and volunteers will avoid interactions with minors participating in UC Davis program, outside of scheduled activities.
11. Employees and volunteers will not engage in inappropriate electronic communication or social media with minors.
12. Employees and volunteers will avoid working one-on-one with minors in a private setting.
13. Our organization will not tolerate the mistreatment or abuse of one child by another child. In addition, our organization will not tolerate any bullying behavior. To the extent that such actions are disruptive, we will take steps to eliminate such behavior.
14. Employees and volunteers will report concerns or complaints about other employees and volunteers, other adults, or children to a supervisor.
15. Employees and volunteers will report allegations or incidents of child abuse and neglect to the proper state authority.

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## Acknowledgement

I have read and understand the Code of Conduct with Minors outlined above. I understand and agree that any act or omission on my part that contradicts any portion of these standards may be grounds for immediate suspension and/or termination of my employee/volunteer status.

*Please Print*

|            |  |
|------------|--|
| Date       |  |
| Name       |  |
| Title      |  |
| Department |  |
| Program    |  |
| Signature  |  |

## Physical Contact Best Practices

Each program should implement a physical-contact policy that will promote a positive, nurturing environment while protecting minors, staff, and volunteers from misunderstandings.

The following guidelines should be utilized to develop procedures for staff and volunteers working with minors:

### *Appropriate Physical Interactions*

1. Side hugs
2. Shoulder-to-shoulder or “temple” hugs
3. Pats on the shoulder or back
4. Handshakes
5. High-fives and hand slapping
6. Verbal praise
7. Pats on the head when culturally appropriate
8. Touching hands, shoulders, and arms
9. Arms around shoulders
10. Holding hands (with young participants, in escorting situations)

### *Inappropriate Physical Interactions*

1. Full-frontal hugs
2. Kisses
3. Showing affection in isolated area
4. Lap sitting
5. Wrestling
6. Piggyback rides
7. Tickling
8. Allowing a child to cling to an employee’s or volunteer’s leg
9. Any type of massage
10. Any form of affection that is unwanted by the participant or the employee or volunteer
11. Compliments relating to physique or body development
12. Touching bottom, chest, or genital areas