

I. CODE OF CONDUCT

"Do's and Don't's" - Guidelines for interacting with minors

Do be a positive role model by conducting yourself in a respectful, honest, and caring manner	Don't be alone with a minor under any circumstances, unless approved by OEO in advance
Do be aware of how your actions and intentions might be perceived or misinterpreted	Don't engage in abusive conduct of any kind towards a minor, including "corporal" or physical punishment
Do consult with other adult supervisors or colleagues when you feel uncertain about a situation	Don't engage in any romantic or sexual activity, make sexual comments, tell sexual jokes, or share sexually explicit materials with minors
Do report if you witness any violations of the code of conduct (see reporting)	Don't physically touch a minor in a manner that is prohibited by law or a reasonable person would interpret as inappropriate
Do report concerns of abuse or neglect (see reporting)	Don't communicate with minors outside of the event or program for which you are volunteering. This includes all forms of communication, including electronic communication and social media
Do report to your supervisor if you have been convicted of or are under investigation for: - Sex offenses, - Family offenses, - Other offenses of violence, including kidnapping or assault	Don't give to or receive gifts from a minor. Gifts include: Cash, gift certificates or cards, personal cards, notes, or other gifts
	Don't invite a minor to a private location
	Don't use, possess or be under the influence of alcohol or drugs in presence of a minor or while on duty or participating in program activities or supervision
	Don't leave a minor under the supervision of an unauthorized person

CHILD ABUSE AWARENESS

The following warning signs are just that - warning signs. The presence of a warning sign does not mean that a child is being abused. Staff or volunteers who observe signs should immediately bring it to the attention of a supervisor or Program Administrator. Staff or volunteers should not question a minor, accuse an individual of engaging in child abuse or neglect, or otherwise investigate concerns of child abuse or neglect.

POSSIBLE WARNING SIGNS

Physical	Behavioral
Unexplained injuries, such as bruises, fractures or burns	Sexual behavior or knowledge that is inappropriate for the child's age
Injuries that don't match the given explanation	Statements that they were sexually or physically abused
Untreated medical or dental problems	Loss of previously acquired developed skills
Trouble walking or sitting or complaints of genital pain	Headaches or stomachaches with no known cause
Lack of clothing or supplies to meet physical needs	Social withdrawal or loss of interest or enthusiasm for previously enjoyed activities
Poor hygiene	Taking food or money without permission
Abuse or sexual abuse of other minors	Desperately seeks attention or extreme fear of attention
	Self-deprecation or hatred, talks or thoughts of suicide
	Aggressive with or causes injury to animals or pets

Utah Child and Family Services Hot line	(855) 323-3237
Domestic Violence Information Line	(801) 897-5465
University of Utah Public Safety	(801) 585-2677
University Office of Equal Opportunity	(801) 581-8365
U of U Youth Protection and Program Support	(801) 581-4444

YOUTH PROTECTION AT THE UNIVERSITY OF UTAH TRAINING PAMPHLET

A guide for volunteers and staff:

Providing a safe environment for youth participating in University of Utah Programs on and off campus

OVERVIEW

1. CODE OF CONDUCT

"Do's and Don't's"

2. BE AWARE

"Monitor your behavior and the behavior of other adults"

3. REPORT

"If you see something... Say something"

University Policy 1-015: Safety of Minors Participating in University Programs or Programs held on university premises.

Effective July 1, 2016 the "Safety of Minors Policy" requires that all staff and volunteers working with minors in University programs held on university property must receive training in guidelines for interacting with minors.

2. BE AWARE

"Monitor your behavior and the behavior of other adults"

The following are common behaviors exhibited by child predators and may be red flags for inappropriate relationships between an adult and a minor:

Adults that "single-out" or pay special attention to a specific minor

Adults that put themselves in a position to be alone with a specific minor

Adults who do special favors for, or give gifts to, a specific minor

Adults who engage in rough or suggestive games, including horseplay

Adults who encourage a child to keep secrets from parents or guardians, or if someone tells a child "this is just between the two of us"

Adults that exhibit or engage in violent behavior towards a minor

3. REPORT

"If you see something...say something"

If a situation makes you or the child uncomfortable, pick up the phone or talk to a supervisor. It's your legal duty, and it's the right thing to do!

YOU ARE REQUIRED TO REPORT ANY OF THE FOLLOWING:

1. Any Violation Of Code Of Conduct

The Code of Conduct applies to you and to all adults interacting with the minors participating in the event or program. If you see something that is an obvious or suspected violation of the Code of Conduct, you are required to report it to the appropriate authority.

2. If You Know Or Suspect That A Minor Is Suffering Abuse Or Neglect

Regardless of who the culprit may be: a family member, teacher, religious leader, student, or coach, well-respected or not

Regardless of where the abuse or neglect may be occurring: in the home, at the University, or elsewhere

Emergency (or whether you don't know who to call)	911
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University of Utah Public Safety	(801) 585-2677
University Office of Equal Opportunity	(801) 581-8365