

BE AWARE

“Monitor your surroundings”

Proper supervision plays an important role in creating a safe environment for minors. Incidents can occur when children are alone or vulnerable.

Keep the following guidelines in mind when supervising minors:

Campus is a public space! Be aware of who is in the area and how they are behaving
Be aware of the physical environment and any dangers that may be present
Take count of participants and know how many you are supervising
Have contact information for your supervisor and don't be afraid to ask for help

“Monitor your behavior and the behavior of other adults”

You are responsible for managing your relationship with minors and staying within appropriate boundaries. Child predators consistently test boundaries in their interactions with minors in a process called “grooming.”

The following are examples of grooming behavior exhibited by child predators.

They engage in a lot of physical play with minors, including tickling, wrestling, and “horseplay”
They initiate inappropriate physical touch
They “single-out” or pay special attention to a specific minor or small group
They do special favors for, or give gifts to, a specific minor
They put themselves in a position to be alone with a specific minor
They encourage a minor to keep secrets from parents or guardians by saying things such as “this is just between the two of us”
They exhibit or engage in violent behavior towards a minor

**If you witness grooming behavior or an adult that violates the Code of Conduct you must report it to a supervisor.*

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!** Under Utah State Law “any person who has reason to believe that a child has been subjected to abuse or neglect” is designated a “Mandatory Reporter” (Utah Code Ann. 62A-4a-403)

YOU ARE REQUIRED TO REPORT:

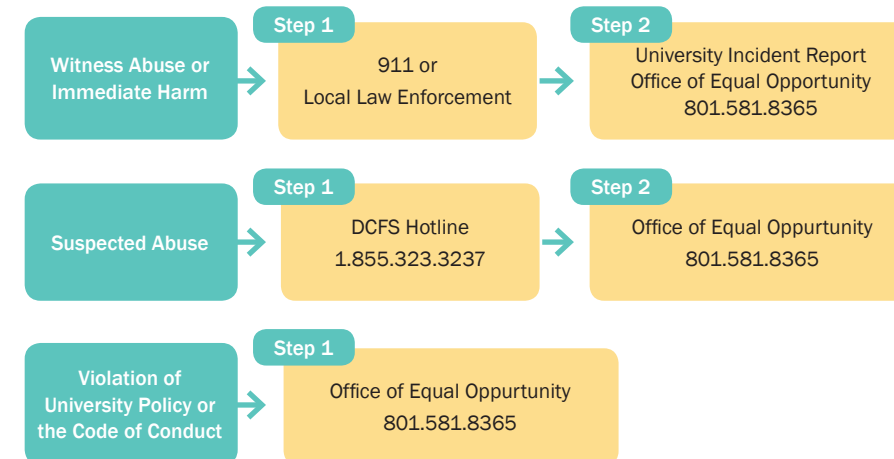
1. Any Violation of the Code of Conduct

The Code of Conduct applies to you and to all adults interacting with minors. If you see something that is a violation of the Code of Conduct, you are required to report it.

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 you are legally required to report.

WHO TO CALL WHEN YOU SUSPECT OR WITNESS ABUSE



PROTECTION OF MINORS POLICY TRAINING UNIVERSITY OF UTAH

A guide for volunteers and staff

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



youthprotection.utah.edu
(801) 581-4444

CODE OF CONDUCT

These guidelines are not just for the protection of minors, but also for the protection of staff or volunteers. They prevent adults from being in a situation where their behavior may be called in to question or a situation where they could be subject to a false allegation.

Remember that keeping children safe is always the number one priority!



WILL BE ABUSED BEFORE THE AGE OF 18

SOURCE Centers for Disease Control and Prevention, Kaiser Permanente. The ACE Study Survey Data [Unpublished Data]. Atlanta, Georgia: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention; 2016.

EXPECTATIONS

Be a positive role model, conduct yourself in a respectful, honest, and caring manner

Consult with colleagues or supervisors if uncertain about a situation

Immediately report anything suspicious or alarming to the proper person or authority

Be transparent in all of your interactions with minors.

INAPPROPRIATE CONDUCT

Do not:

Engage in abusive conduct towards a minor or in front of a minor towards others

Possess or use alcohol or drugs while on duty

Leave a minor under the supervision of an unauthorized person

Engage in any sexual activity or misconduct with or in front of a minor. This includes jokes, comments, conversations, etc.

Physically touch a minor in a manner prohibited by law or a reasonable person would interpret as inappropriate

Give gifts to a minor OR receive gifts from a minor

ONE-ON-ONE INTERACTION

Never be alone with a minor in any circumstance, including:



Meeting in a private location



Transporting in a vehicle



Meeting behind closed doors

OUTSIDE COMMUNICATION

Do not:

Communicate electronically with a minor, including: email, text, or social network

Meet with a minor outside of the scheduled program times

Invite a minor to a private location or engage in an overnight visit

Transport a minor for personal reasons

UNIVERSITY POLICY 1 015 *Safety of Minors Participating in University Programs or Programs held on university premises.*

University policy requires that you report any violation of the Code of Conduct to a supervisor and the Office of Equal Opportunity (see "Report" section on the back of this brochure for more information).