

# Standards of Behavior for Youth Program Personnel

These Standards of Behavior are accepted by employees/volunteers as a condition of working in a youth program. These standards are intended to promote the safety and wellbeing of the minor participants in the youth program. All employees and volunteers must review the Standards of Behavior prior to working in a youth program, and annually thereafter. The Youth Program may require additional standards of behavior.

As a youth program staff member or volunteer, I will:

1. Endeavor to provide a safe and healthy experience for all participants.
2. Professionally represent the program and Auburn University.
3. Carry out program activities in a way that ensures adequate levels of supervision and avoids one-on-one interactions with minors.
4. Respect, adhere to and enforce the rules, policies, and guidelines established by the program, as well as all applicable laws and University policies.
5. Promptly respond to incidents concerning the health and safety of program participants, and immediately report known or suspected instances of child abuse or neglect in accordance with Alabama law and University policy.
6. Report any crimes or accidents that occur in connection with the program to law enforcement, to my supervisor, and to the University.
7. Report conduct that does not follow these standards to the Program Director of the program that I am working or volunteering in.
8. Self-disclose to the Program Director and to the Youth Protection Program any felony or misdemeanor convictions that occur within three business days of my pleading guilty or being convicted.

As a youth program staff member or volunteer, I will NOT:

1. Participate in a youth program without first completing youth protection training and, if required for my role, a criminal background check.
2. Leave minors unattended or with inadequate supervision. I will not leave the program without approval from the Program Director.
3. Physically, sexually, verbally, or emotionally abuse participants or fail to provide the basic necessities of care applicable to the program, such as food or shelter, to participants.
4. Have one-on-one contact with a minor participant, unless the interaction takes place in an open, well-illuminated space which is observable and interruptible by other adults from the program.
5. Have one-on-one communications with a minor participant online, electronically, or via social media.
6. Enter a minor's room, bathroom facility, changing area, shower area, or similar area without at least two Youth Program Personnel in attendance.
7. Share sleeping quarters, a bed, or a sleeping bag with minors.
8. Shower, bathe, or undress with or in the presence of minors.
9. Engage in abusive conduct of any kind toward, or in the presence of, a minor.
10. Strike, hit, administer corporal (physical) punishment to any participant.
11. Touch any minor in an inappropriate or illegal manner, nor will I knowingly allow inappropriate touching between minors.
12. Use obscene language, use or respond to sexual innuendo, or make sexually suggestive comments.
13. Engage in rough or sexually provocative games, including horseplay.

14. Be alone in a vehicle with a minor, nor transport minors to or from their homes, except as specifically authorized by the parent or legal guardian and my supervisor. (Personnel may drive their own children.)
15. Smoke, vape, consume alcohol, or consume non-prescribed prescription drugs during the Youth Program.
16. Provide alcohol, drugs, or tobacco/nicotine/vapes to any participant, nor will I provide any drugs or medication to any participant unless specifically authorized in writing by the parent/guardian and as outlined in the Guide for Youth Programs.
17. Make sexual materials in any form available to minors or assist them in gaining access to such materials.
18. Favor one minor participant more than another, give gifts to any one participant, or accept expensive gifts from any participant.
19. Use language that encourages participants to keep secrets from their parents/guardians or from other Youth Program Personnel.
20. Discriminate against participants based on their sex, (sexual orientation, gender identity, and gender expression), race, color, religion, national origin, age, disability, or genetic information.

By signing my name below, I am confirming that I have read and completely understand the responsibilities, policies, and procedures outlined in the Standards of Behavior. I agree to follow/adhere to all rules and expectations while performing my duties as Youth Program Personnel.

I also confirm that I have received and read a copy of the [Youth Protection Policy](#) and the [Guide for Youth Programs](#) and that I have had the opportunity to ask any questions about the content of those documents. I agree to comply with the requirements of those documents, including the obligation to report known or suspected child abuse or neglect.

I understand that failure to adhere to these rules and expectations may be grounds for disciplinary action, up to and including termination or dismissal from program participation.

I further acknowledge that I have never been convicted of a crime related to the abuse or neglect of a minor, that I have never entered a guilty plea, a no contest plea or any other plea other than not guilty in response to a charge of a crime related to the abuse or neglect of a minor; and that I am not currently under investigation for or the subject of any pending charge or any claim related to the abuse or neglect of a minor.

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Name

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Signature

Date \_\_\_\_\_