

## UAF PROTECTION OF MINORS CODE OF CONDUCT REQUIREMENTS

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All employees, volunteers or any adult participating in UAF programs, events and activities covered by this Policy:

- Will treat minors with respect at all times.
- Will treat minors fairly regardless of race, sex, age, religion, sexual orientation or gender identity.
- Will adhere to uniform standards of affection as outlined in any applicable university or program specific procedures.
- Shall not date or become romantically involved with minors.
- Shall not have secrets with Minors.
- Shall not engage in private displays of affection.
- Shall not stare at or comment on the minors' bodies.
- Shall not swear or tell off-color jokes.
- Shall not use or be under the influence of alcohol or illegal drugs in the presence of Minors or during such programs or activities which includes events held on UAF premises.
- Shall not discuss sexual encounters, have sexually oriented materials, or in any way involve Minors in their personal issues.
- Shall not abuse Minors in any way including physical abuse, verbal abuse, mental abuse, sexual abuse or neglect.
- Shall not allow minors to engage in hazing, bullying, derogatory name-calling, games of "Truth or Dare," ridicule, or humiliation.
- Shall not engage in any private communication through any form of electronic or other types (i.e. letters, cards, notes) of media with minors using personal electronic media accounts, including, but not limited to, Facebook, email, texting, tweeting, following, friending, and on-line gaming.
- Shall not have one-on-one contact with Minors outside the presence of others.
- It is expected that activities where Minors are present shall involve two or more employees, Authorized Adults, or Volunteers.
- *Mentoring programs that involve private instruction of Minors (laboratory, music instruction, etc.):* the parent or legal guardian should be asked to remain; otherwise when only one adult is present, the activity should take place in a room where a window is present to allow for outside visibility. If no window is present, then the door shall remain open if possible.
- Shall not participate in an overnight activity under the auspices of a program, event or activity, unless
  - A parent or legal guardian has given their written consent;
  - At least two Authorized Adults, employees or volunteers are present but one must be an Authorized Adult;
  - No Authorized Adult, employee, or volunteer shall share a room, tent, or sleeping area with a Minor unless they are the Minor's parent or legal guardian.
- Shall avoid outside program contact with minors.

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- Shall not be alone with a Minor in the adult’s living quarters and vehicles.
- Shall not shower, bathe, “skinny dip”, or undress or be naked in the presence of Minors. If there is a need to bathe, shower or undress, facilities for cis-gender, transgender minors should be made available as are available.
- Authorized Adults shall make sure suspicious or unknown individuals do not occupy the stall before allowing a child to use the facilities. An Authorized Adult should stand outside the doorway while a child is using the restroom. If Authorized Adults must assist younger children, doors to the stall must remain open.
- Shall not allow Minors into high-risk areas (see Section 5.6) without review and permission from UAF Risk Manager.
- Shall not make pornography in any form available to Minors participating in programs, events and activities covered by this Policy or assist them in any way in gaining access to pornography.
- Shall not take any photographs or videos of Minors or post photographs or videos on a digital, electronic, hosted media, web-based service or any other medium without first obtaining a release from the Minor’s parent or legal guardian.

I have read and agree to abide by the conduct requirements listed above. This agreement must be signed annually for any work with minors and again if working for another department, camp, or class at UAF.

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_