



## STANDARDS OF BEHAVIOR FOR PROGRAM STAFF IN YOUTH PROGRAMS

The University of Richmond expects all members of the University community to maintain the highest standards of behavior when interacting with minors and avoid exhibiting behaviors toward minors that could harm or be misinterpreted. Programs may adopt practices that impose additional or higher standards, but in all cases must adhere to these minimum standards:

- **Appropriate Boundaries:** Adults must maintain appropriate physical boundaries at all times. Adults must not possess, display, or share sexually explicit material, engage in any sexual conduct or conversations, comment on the physique or body development of minors, or shower, bathe, or undress with or in the presence of minors. Adults must also prohibit this conduct between or among minors.
- **Drugs, Alcohol Use, and Other Prohibited Items:** Adults must not consume, possess, share, or be under the influence of alcohol, illegal drugs, tobacco, marijuana and/or its derivatives, or any prescription medication that impairs the ability to perform their duties. Adults must never possess or use firearms or weapons of any kind while maintaining custody and care of minors.
- **Electronic Communication:** Adults must restrict electronic communication with minors to program-related business purposes only and include another adult on all communications. Adults must never use any audio or visual recording devices in areas where privacy is expected, such as showers and restrooms.
- **One-on-One Interactions:** Adults must avoid one-on-one contact with minors, except in the event of an emergency. Adults must not meet with minors outside of the established time or place designated for the program or invite minors to their home or any other non-program location.
- **Physical Contact:** Adults must not touch minors in a manner that a reasonable person could interpret as inappropriate or allow inappropriate touching between or among minors. Adults must not engage in any abusive conduct toward or in the presence of minors.
- **Professionalism:** Adults must not share sensitive personal information (e.g., financial challenges, workplace challenges, drug or alcohol use, romantic relationships, etc.), promote political or religious beliefs, personally provide gifts to individual minors, or disclose personal information about a minor to anyone other than a parent/guardian, applicable University staff, or law enforcement. Adults must refrain from using profanity in the presence of minors. Adults must dress in a manner that is appropriate for the program in accordance with the established dress code.

I have read, understand, and agree to abide by these behavioral standards. I further understand that failure to comply with these standards may result in revocation of eligibility to participate in youth programs at the University of Richmond.

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Printed Name

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Signature

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Date