

All University employees, students and volunteers engaged in activities that involve minors shall be positive role models for Minors, and act in a caring, honest, respectful and responsible manner that is consistent with the mission of the University. All such individuals are required to comply with all applicable laws and University regulations and shall follow the expectations below to avoid conduct that could cause harm or be misinterpreted:

1. Treat minors with respect at all times, regardless of their race, color, national origin, ancestry, religion, disability, medical condition, sex, gender identity, or sexual orientation.
2. Do not engage in:
 - Sexual abuse: Inappropriate touching, sexual comments, sexual jokes, sharing sexually explicit material or assist in providing access to such material to Minors.
 - Verbal abuse: Degrading, threatening, profanity, harassing language, romantic or sexual conversations, or related matters, unless required in the role of resident advisors, counselors, or health care providers.
 - Physical abuse: Hitting, spanking, shaking, slapping, unnecessary restraints.
 - o If restraint is necessary to protect a Minor or other Minors from harm contact UPD, if need assistance.
 - o All incidents must be documented and immediately reported to the Program Supervisor.
 - Mental abuse: Shaming, humiliation, cruelty
3. Do not touch Minors in a manner that a reasonable person could interpret as inappropriate.
 - Touching should generally only be in the open and in response to the Minor's needs.
 - Touching should be f4(en)4(tit)-8(y)pruA