



Minors on Campus

Office of Risk Management

University Youth Program Code of Conduct

University Youth Program Code of Conduct

This Code of Conduct is an agreement accepted by program personnel who work in a university youth program. The primary purpose of these standards is to promote the safety and wellbeing of all university youth program participants. Program personnel are expected to function within these standards.

- Always ensure adequate adult supervision of minors during the program. Supervision must be by program personnel.
- All University policies must be followed at all times.
- Program personnel are prohibited from one-on-one interactions. The prohibition against one-on-one interactions extends to all contact and communications, in person or through any other means. In rare cases, one-on-one interactions may be approved through the exception process in the policy prior to the start of the university youth program.
- Program personnel are prohibited from any romantic or sexual activity, sexual jokes/comments, or sharing/assisting minors with sexually explicit material.
- Program personnel may not transport minors unless they use a chartered service.
- Program personnel are prohibited from any violent or abusive conduct towards or in the presence of minors.
- Hazing, defined as any act causing or risking mental/physical harm for initiation or affiliation, is strictly prohibited. This includes acts that endanger health, demean, interfere with academics, or cause legal violations.
- Program personnel must not permit bullying, defined as repeated intentional acts (written, verbal, electronic, physical) that cause harm or create an intimidating environment for a participant.
- Program personnel must avoid personal electronic communication with participants (e.g., email, text, social media) unless for a clear educational/programmatic purpose consistent with the program's mission.
- Program personnel may not meet participants off-site/off-hours or invite them to their homes unless a pre-existing relationship began outside the university program.
- Program personnel may not give personal gifts to participants.
- Program personnel may not possess, consume, be under the influence of, or provide alcohol, marijuana, or illegal drugs when responsible for participants.
- The use of cameras or recording devices is prohibited in showers, restrooms, locker rooms, or other private areas. The suspected filming of a minor requires immediate device confiscation and police notification.
- Program personnel may not shower, bathe, or undress with or in the presence of minors.
- Program personnel may not possess weapons or firearms during the youth program.
- Program personnel may not hit, strike, administer corporal punishment, or touch minors in an inappropriate or illegal manner.
- Any program personnel accused of violating these rules or engaging in inappropriate conduct will be immediately removed from the youth program until the allegation is resolved.

I have read and understand the University Youth Program Code of Conduct outlined above. I understand and agree that any act or omission on my part that contradicts any portion of these standards may be grounds for immediate suspension and/or termination of my employee/volunteer status with The University of Toledo.

Program Personnel Printed Name _____ Date _____

Program Personnel Signature _____ Date _____

Parent/Guardian Signature if Program Personnel under 18 _____ Date _____