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| A red letter on a white background  Description automatically generated | **UNIVERSITY OF WISCONSIN-LA CROSSE (UWL)**  **YOUTH PROTECTION**  **OVERNIGHT STAFF CODE OF CONDUCT** |

**Prohibited Behaviors:**

* Abusive language, threatened violence, or inappropriate behavior towards other staff and participants
* Possession or use of tobacco, alcoholic beverages, or illegal drugs on campus property or reporting to the program while under the influence of drugs or alcohol
* One-on-one interactions with any youth before, during, or after any program
* Individual entry into the youth participant’s room, bathroom facility, or similar area without another **designated individual** in attendance except in emergency situations
* Conduct endangering the life, safety, health, or well-being of others
* Failure to follow any campus or UWL policy, including but not limited to sexual assault, violence, harassment policies, mandated reporting procedures, or emergency procedures
* Gift-giving to participants or other staff
* Sharing a bed or sleeping bag with a youth participant during overnight **covered activities** – follow outlined times and locations for adults and staff

As staff, I agree to the following statements. I will…

* Report any act of bullying or encouragement of bullying
* Report concerns or complaints about other employees, volunteers, other adults, or minors to a supervisor
* Report allegations or incidents of child abuse or neglect to the proper state authority
* Always treat minors with respect, and treat minors fairly, regardless of race, sex, age, religion, gender, sexual orientation, or other identity
* Will adhere to uniform best practices of displaying age-appropriate affection
* Avoid affection with minors that cannot be observed by others
* Adhere to best practices of appropriate and inappropriate verbal interactions with minors
* Refrain from commenting on minors’ bodies
* NOT date or become romantically involved with minors
* NOT use or be under the influence of alcohol or illegal drugs in the presence of minors
* NOT have sexually oriented materials, including printed or online pornography, on campus property
* NOT have any one-on-one interactions with program participants
* NOT engage in inappropriate electronic communication or social media with minors
* NOT abuse minors in any way

I have read and I understand the above Code of Conduct. I agree to abide by the rules described above and understand that continued issues or breaches of this code may result in immediate termination and/or ineligibility for future employment at UW System institutions.

Program/Camp Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Staff/Volunteer Name and Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Activity Director Name and Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_