



**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 participant sleeping spaces
- 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 private spaces with minors, such as bathrooms and showers – 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.

Staff/Volunteer Signature _____ Date _____

Activity Director Signature _____ Date _____