

Standards of Conduct

Standards of Conduct are for program staff interacting with minor participants in youth programs or camps. These standards are designed to foster a professional and safe environment and the well-being of minor participants while also ensuring the integrity of the program staff and organization.

1. **Respect and Equality:** Program staff will always treat minors with respect, regardless of race, sex, age, religion, sexual orientation, or gender expression.
2. **Appropriate Language:** Program staff will always utilize appropriate and respectful language around minors.
3. **Supervision:** Program staff will not spend time alone with a minor participant on or off campus. If one-on-one interaction is required, meet in open, well-lit rooms or spaces with windows observable by other program staff.
4. **Outside Contact:** Program staff will not engage in contact with minor participants outside of established program activities. Any exception requires prior parental (written) authorization and approval by Baylor University administration.
5. **Substance Use:** Program staff will not possess or be under the influence of alcohol or illegal drugs around minor participants or during program activities.
6. **No Explicit Materials:** Program staff will not engage in any sexual actions, make sexual comments, tell sexual jokes, or share/view sexually explicit material with or around minor participants.
7. **No “Secrets”:** Program staff will not keep secrets with minor participants or use language that encourages minors to keep secrets from their parents or program staff.
8. **Affection Guidelines:** Program staff will refrain from physical contact with minor participants in a manner that a reasonable person could interpret as inappropriate.
9. **Electronic Communication:** Program staff will not engage in any electronic communication (email, text, social media...etc) without adhering to proper protocol and approval from the camp director.
10. **Transporting Minors:** Programs will ensure when transporting minors, drivers are approved and more than one adult from the program or camp will be present in the vehicle. Utilizing personal vehicles should be avoided when possible.
11. **No Abuse or Neglect:** Program staff will not engage in any form of abusive behavior of any kind toward or in the presence of a minor participant. This includes but is not limited to verbal abuse, physical violence (hitting, punching, poking) and restraining a minor except as necessary and within appropriate safety guidelines to protect a minor or others from harm. All such incidents must be reported, documented, and disclosed promptly to the Program Director and the parent/guardian.
12. **Reporting Concerns:** Program staff are required to report any concerns or complaints about fellow staff members according to university policy and this standard of conduct.

If you have any questions regarding the Standards of Conduct please email youthprotection@baylor.edu.