



Protecting Minors on Campus from Sexual Misconduct

Behavioral Standards for Interacting With Minors



Pedophiles and other adults seeking an improper relationship look for opportunities to be alone with children. Some may groom victims by testing their ability to keep secrets and their response to increasing physical contact. Establishing clear behavioral and supervisory standards for adults interacting with minors can reduce opportunities for misconduct and address inappropriate behavior early. An institution should consider the following guidelines for employees, volunteers, contractors, and other adults interacting with minors on campus or in connection with an institution-sponsored program.

A. Preventing One-on-One Access to Minors

For institution-sponsored or on-campus programs involving minors, does your institution:

1. Meet or exceed the minimum requirements under state law for staff-to-child ratios? Yes
 No

2. Discourage employees, volunteers, and contractors from one-on-one contact with minors? For example, some institutions require the presence of at least two adults during activities where minors are present? Yes
 No

3. Prohibit employees, volunteers, and contractors from:
 - Taking a child without another adult to private areas, such as bathrooms, locker rooms, storage closets, athletic training rooms, hotel rooms, or personal vehicles? Yes
 No

 - Having direct electronic contact with minors without another employee, volunteer, or contractor included in the communication? Yes
 No

 - Sleeping in the same room overnight with minors unless the minors' parents or guardians are also present? Yes
 No

 - Driving children in a car unless specifically authorized in writing by the minor's parent or legal guardian? Yes
 No

Actions Needed

A. Preventing One-on-One Access to Minors *(continued)*

For institution-sponsored or on-campus programs involving minors, does your institution *(cont.)*:

4. Require adult employees, volunteers, and contractors to:

- Inform a program supervisor before moving children out of the program area or to a different location on or off campus? Yes
 No

- Use separate bathrooms, locker rooms, and showers from minors or if separate facilities are not available, schedule separate usage times? Yes
 No

- Release minors only to an authorized parent, legal guardian, or other adult specifically authorized by the custodial parent or guardian and only after confirming their identification? Yes
 No

B. Interacting With Minors

Does your institution prohibit adult employees, volunteers, and contractors from:

1. Striking, hitting, engaging in abusive conduct, or administering corporal punishment to minors or in their presence? Yes
 No

2. Touching minors in an illegal manner or in a manner that a person could reasonably interpret as inappropriate? Generally, touching should be in the open and for a clear educational, developmental, or health-related purpose. Yes
 No

3. Providing minors with alcohol or illegal drugs? Yes
 No

4. Being under the influence of alcohol or illegal drugs while supervising minors? Yes
 No

5. Making sexual materials, in any form, available to minors or helping minors gain access to such materials? Yes
 No

6. Using vulgar language or engaging in sexual talk with minors? Yes
 No

7. Taking pictures of minors in the program unless their parent or legal guardian has signed a waiver allowing use of photography for program-related purposes? Yes
 No

8. Sharing gossip or inappropriate personal information, such as dating or relationship history, with minors? Yes
 No

9. Giving their home or cell phone number to minors without receiving permission from their parent or guardian? Yes
 No

Actions Needed

10. Meeting with minors outside of established times for program activities? Yes

No

11. Communicating with minors through email, text messages, social networking Yes

websites, Internet chat rooms, or other forms of social media unless there is an educational or programmatic purpose for the communication? No

12. Dressing provocatively or inappropriately? Yes

No

C. Supervising Interactions Between Minors and Employees, Volunteers, and Contractors

To enforce the institution's behavioral standards for interacting with minors, does your institution:

1. Require that supervisors:

• Receive training on the institution's child safety practices or policies? Regardless of length of service, monitor all employee, volunteer, or contractor interactions with children? Yes No

• Make periodic unannounced visits at activities involving minors to observe whether behavioral standards are being followed? Yes No

• Document specific observations about how those under their supervision interact with children? Yes No

• Correct and provide prompt feedback to employees, volunteers, or contractors regarding their adherence to child safety practices and policies? Yes No

• Stop any activity with a child that appears suspicious? Yes No

• Discontinue an adult's participation in activities or programs involving minors, if inappropriate behavior is suspected or alleged? Yes No

2. Require that employees, volunteers, and contractors report suspected violations of child safety practices and policies? Yes No

3. Train relevant members of the campus community about how to report suspected violations of the college's child safety practices and policies? Yes No

4. Encourage parents or legal guardians of minors to report any suspected violations of the college's child safety practices and policies? Yes No

Actions Needed

Acknowledgement

This *Protecting Minors on Campus From Sexual Misconduct* checklist, “Behavioral Standards for Interacting With Minors,” was written by Alyssa Keehan, JD, director of risk research for UE.



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UE-11367h 10/15