

# **Protecting Children: Behavioral Standards for Interacting With Minors**



Clear behavioral and supervisory standards for interacting with minors can reduce opportunities for misconduct and address inappropriate behavior early. Schools should consider the following guidelines for employees, volunteers, contractors, and other adults interacting with minors at school or in connection with a school-sponsored program.

For the purposes of this publication, the term "educators" means adult "employees, volunteers, and contractors" and the terms "minors" and "students" are used interchangeably.

## A. Preventing One-on-One Access to Minors

Does your school:

- ☐ Yes 1. Discourage educators from one-on-one contact with minors in private settings?
  - □ No

☐ Yes □ No

- 2. Require educators and students to meet in places observable by others, such ☐ Yes □ No as offices with windows or outdoors, if privacy is needed?
- 3. Assign at least two educators to monitor bathrooms and locker rooms of their  $\Box$  Yes □ No gender, when possible?
- 4. Require at least two educators to be present to assist children with activities ☐ Yes □ No such as putting on bathing suits and taking showers?
- 5. Prohibit educators from:
  - Taking a child without another adult to private areas, such as storage ☐ Yes □ No closets, athletic training rooms, hotel rooms, or personal vehicles?
  - Sleeping in the same room overnight with minors unless the minors' parents or quardians are present?

### Actions Needed

6.	Discourage educators from having direct electronic contact with minors? For example, consider encouraging or requiring that another adult be included in all electronic communications with minors.	☐ Yes ☐ No	Actions Needed
7.	Require educators to:		
	<ul> <li>Inform a program supervisor before moving children out of the program area or to a different location on or off campus?</li> </ul>	☐ Yes ☐ No	
	• Use separate bathrooms, locker rooms, and showers from minors or, if separate facilities are not available, schedule separate usage times?	☐ Yes ☐ No	
	<ul> <li>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?</li> </ul>	□ Yes □ No	
В.	Interacting With Minors		
Do	es your school prohibit educators 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 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 cellphone number to minors without receiving permission from their parent or guardian?	☐ Yes ☐ No	
10	Meeting with minors outside of established times for program activities?	☐ Yes ☐ No	
11	Communicating with minors through email, text messages, social networking websites, Internet chat rooms, or other forms of social media unless there is an educational or programmatic purpose?	□ Yes □ No	

## C. Supervising Interactions Between Minors and Educators

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

#### 1. Require that supervisors:

	<ul> <li>Receive training on the school's child safety practices or policies? See Protecting Children: Training to Prevent Sexual Misconduct.</li> </ul>	□ Yes □ No
	<ul> <li>Make periodic unannounced visits in class and during activities to observe whether behavioral standards are being followed?</li> </ul>	□ Yes □ No
	<ul> <li>Document specific observations about how those under their supervision interact with children?</li> </ul>	□ Yes □ No
	<ul> <li>Correct and provide prompt feedback to educators regarding their adherence to child safety practices and policies?</li> </ul>	□ Yes □ No
	Stop any interaction with a child that appears suspicious?	□ Yes □ No
	<ul> <li>Discontinue any adult's participation in activities or programs involving minors if inappropriate behavior is suspected or alleged?</li> </ul>	□ Yes □ No
2.	Require that educators report suspected violations of child safety practices and policies?	□ Yes □ No
3.	Train all employees, students, and other relevant members of the campus community how to report suspected violations of the school's child safety practices and policies?	□ Yes □ No
4.	Encourage parents or legal guardians of minors to report any suspected	□ Yes

# D. Creating a Healthy Interactions and Boundaries Code of Conduct

violations of the school's child safety practices and policies?

□ No

1.	Does your school have a code of conduct outlining healthy interactions and boundaries with minors in the handbook that employees receive and sign at the time of hire and every year thereafter?	□ Yes
2.	Does the code count as part of an employee's performance criterion?	□ Yes □ No
3.	Is the code incorporated as part of employee-student boundaries training?	□ Yes



## **Actions Needed**

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**Actions Needed** 





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