

## **Behavioral Guidelines for 2019 Employees and Volunteers**

The abuse and neglect of minors (persons under the age of 19) is prohibited. Abuse can be physical, emotional, or sexual.

### Mandatory Behavioral Standards:

1. Any verbal or nonverbal sexual behavior with any minor is forbidden.
2. Being nude in front of minors is forbidden.
3. Dating or going out with any minor is forbidden.
4. Never speak graphically about sexual activities, including your own, and do not encourage or allow others to do so.
5. Never show pornographic materials to minors, camp employees, or volunteers.
6. Use discretion regarding physical contact with camp participants and staff. Any overt display of affection should be made in a public setting in front of other group members and should respect the wishes of the other person. Never show affection when no one else is around.
7. Never invite or host minors in your room, or anyone else's room unless another adult is present and you have permission of the minor's parents.
8. Never meet in bedrooms or in dorm rooms without another adult present.
9. Never sleep in bed with minors.
10. Never stare while others are dressing.
11. Never comment on others' bodies.
12. Never take pictures while others are dressing or showering.
13. Never require minors to keep "secrets" about relationships or prohibited actions.
14. Never dress provocatively.
15. Never allow minors to become sexual with one another during camp activities.
16. Sexual gestures or overtures a minor makes to a camp employee or volunteer should be reported to the supervisor or camp director immediately so that discussion can be held with the minor.
17. Never share personal information about others with a minor.
18. Do not share personal information about yourself or seek help with personal problems from a minor.
19. Never show special favoritism toward a minor or give the minor special gifts.

20. Fantasizing or daydreaming about a certain minor is a warning sign. When a camp employee or volunteer experiences romantic or sexual attraction for a minor, the employee or volunteer is required to discuss the situation with the supervisor or camp director, so that contact between the minor and the adult can be discontinued for the safety of both the minor and the adult.
21. One-to-one counseling with a minor should always occur in a public place-never alone in a car or a private place.
22. Avoid driving alone with a minor at all times. Driving with a minor while at camp or between camps is prohibited unless approved by the camp director or the camps head athletic trainer.
23. "Buddy systems" should be used at all times to avoid situations where a single adult is alone with a single unrelated child, except in emergencies.
24. Never swear or use foul or abusive language in the presence of minors.
25. Never use your role to degrade, ridicule, shame, belittle, humiliate, or threaten another person.
26. Never give minors tobacco, alcohol or unauthorized drugs.
27. Never spank, shake, slap or physically punish minors. Never force a camper to stand at attention, do pushups, run hills, run steps, stay out of practice, etc., during camp.
28. The use of tobacco in front of campers at anytime during camp by any staff member or volunteer is prohibited. This includes the use of electronic cigarettes.
29. The use of illegal drugs during camp at anytime by any staff member or volunteer is prohibited.
30. The use of alcohol at anytime during camp by any staff member or volunteer is prohibited.
31. All suspicions of child or sexual abuse must be reported as required by federal law to law enforcement within 24 hours. Any non report activity could result in federal prosecution. Alter Camp director after law enforcement has been contacted
32. Perpetrators of child sexual abuse (CSA) may gain the trust of potential child victims and their caregivers by methodically "grooming" them, which is strictly prohibited. This process begins with identifying potential victims, gaining their trust, and breaking down their defenses. Steps Include:
  1. Identifying and targeting the victim
  2. Gaining trust and access
  3. Playing a role in the child's life
  4. Isolating the child
  5. Creating secrecy around the relationship
  6. Initiating sexual contact
  7. Controlling the relationship
33. Participants are particularly vulnerable to misconduct including bullying, harassment, and hazing in locker rooms/changing areas due to various stages of undress and less direct supervision.

Staff should always be located just outside of the room to be on call if a problem arises and should make periodic sweeps inside. The sweeps should be conducted by staff who are the same sex as the minor participants.

Prohibit parents/guardians from entering unless it is truly necessary. In such cases, the parent/guardian should inform staff in advance and should be the same sex as the minor participants. Use of recording devices is prohibited, including smartphones. Comply with all misconduct rules

If a minor participant enters a bathroom/locker/changing during a competition, staff should be aware and check to that such minor returns within a reasonable time.

In the special case of co-ed locker rooms, male and female athletes should use separate changing areas. When separate areas are not available, the male and female participants should take turns using the areas.

34. Hazing is prohibited includes any behavior which is physically harmful, humiliating, intimidating, or offensive. Hazing typically is an initiation activity that is a precondition for being socially accepted or joining a team. It also includes any act that is described as hazing under federal or state law.

Examples of hazing include:

- Using force or peer pressure to require the consumption of alcoholic beverages or illegal drugs
- Restraining a person through tying or taping
- Requiring simulations of acts of a sexual nature.
- Depriving one of sleep
- Withholding water and/or food
- Requiring public actions that are illegal, embarrassing, or socially unacceptable (e.g. public nudity)
- Paddling, branding, beating or other forms of physical assault
- Requiring excessive training

Hazing occurs even when the participant agrees to cooperate.

35. Counselors may only sleep in the same room as their son, relative, or another adult.

36. I like this better: All electronic communications including email, texting, instant message, etc. between the staff member and a minor participant should be limited strictly to the legitimate camp activities. A parent/guardian of minor or another staff member should be copied on all such communications.

37. Social, including Cyberbullying: Using electronic communication, social media or similar to harass, frighten, intimidate, or humiliate someone; using rumors or false statements about someone to diminish that person's reputation; socially excluding someone and asking others to do the same is strictly prohibited. All electronic communications including email, texting, instant message, etc. between the staff member and a minor participant should be limited strictly to the legitimate activities of the organization. A parent/guardian of minor or another staff member should be copied on all such communications.

### **Some Appropriate Displays of Affection:**

- \* Side hugs
- \* Touching hands, shoulders and arms
- \* Pats on the shoulder or back
- \* Handshakes
- \* Verbal praise
- \* "High-fives" and hand slapping
- \* Kneeling or bending down for hugs with a small child
- \* Brief shoulder to shoulder hugs
- \* Arms around shoulders
- \* Holding hands when a minor is upset
- \* Holding hands while walking with small children

### **Some Inappropriate Displays of Affection:**

- \* Any form of unwanted affection
- \* Full frontal hugs or "bear hugs"
- \* Touching bottoms, chests or genital areas
- \* Lying down or sleeping beside others
- \* Massages
- \* Patting others on the thigh, knee or leg
- \* Tickling or wrestling
- \* Touching or hugging from behind
- \* Games involving inappropriate touching
- \* Kisses on the mouth
- \* Sitting close to small children

- \* Compliments that relate to physique or body development
- \* Showing affection in isolated areas such as bedrooms, closets, restricted areas or other private rooms

I have read and understand Guidelines for Summer Camp Employees and Volunteers and commit to follow these guidelines while working or volunteering in any Sports International sponsored or hosted camp activity.

Camp(s) Working: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_, 2019

Print Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Home Phone: ( ) \_\_\_\_\_

Work Phone: ( ) \_\_\_\_\_

Cell Phone: ( ) \_\_\_\_\_