



UNIVERSITY OF ARKANSAS

Code of Conduct for Staff and Volunteers

At the University of Arkansas, we strive to provide a safe, supportive, and welcoming environment for all participants in our youth camps. Our staff play a crucial role in ensuring that every camper feels valued, respected, and protected throughout their experience. This Code of Conduct outlines the principles and guidelines that guide staff and volunteer behavior and interactions with campers, colleagues, and the broader community. By adhering to these standards, we aim to foster a culture of trust, responsibility, and mutual respect that enhances the overall quality of our programs.

1. Appropriate, Professional, and Healthy Boundaries

Youth program staff and volunteers must follow the rule of three: at least one other adult or minor should also be present at all times in any interaction with a minor. Staff and volunteers must avoid personal, unsupervised interaction with minors (also known as “one-on-one contact”).

2. Prohibited Physical Contact with Minors

While the following is not intended to be an exhaustive list, the following types of physical contact between youth program staff or volunteers and minors are prohibited:

- Any intended affection unwanted by the minor
- Hugs
- Kisses
- Lap sitting for children above toddler or preschool age
- Massages or rubs
- Physical or sexual abuse of minors
- Piggyback rides
- Tickling

- Touches on the buttocks, chest, upper leg, or groin (except as necessary to changing diapers)
- Wrestling

3. Other types of prohibited conduct

Youth program staff and volunteers will not do any of the following in the presence of minors:

- Comment on other people's bodies
- Discuss personal problems or sexual experiences
- Engage in harassment or discrimination based on any characteristic protected under University policy
- Engage in inappropriate touching
- Post or share images of minors without parental and program director permission
- Obtain contact information for minors or communicate with them outside of authorized program channels and purposes
- Provide transportation to minors other than official transportation for the program
- Share a hotel room (or similar lodging or accommodation) with a minor overnight
- Tell off-color jokes or banter suggestively
- Use alcohol or illegal drugs, offer, or provide alcohol or illegal drugs to minors, encourage the use of alcohol or illegal drugs, or allow the use of alcohol or other illegal drugs
- Undress in the presence of minors
- Use profanity
- Use tobacco or, including Juuls, or allow minors to do so
- View sexually suggestive materials or make those materials available to minors

4. Monitoring Minor Behavior

Youth program staff and volunteers should monitor interactions among minors and take steps to prevent or address any of the following conduct:

- Bullying
- Derogatory name-calling
- Harassment or discrimination
- Hazing
- Ridicule or humiliation
- Sexual harassment or touching

- Truth or dare or similar games

5. Permitted Physical Contact with Minors

The University understands that physical contact between youth program staff or volunteers and minors can be essential to successful participation in a program and to minors' well-being and self-esteem. All physical contact must be consensual. The following types of contact may be permitted in appropriate circumstances:

- Assisting disabled minors who need assistance with a major life function, so long as at least one other person is present and observing
- Any contact to aid an injured minor or a minor in imminent danger of physical harm (such as a struggling swimmer)
- Brief contact intended to comfort distressed children below the age of 12 so long as another adult is witnessing it
- Feeding and grooming of babies and toddlers (including diaper changes)
- Handshakes
- High-fives and hand-slapping
- Holding hands while escorting children below the age of 8
- Pats on the shoulder or back
- Separating minors involved in an altercation
- Teaching a physical technique that requires hands-on instruction, such as hand position on a musical instrument or piece of sports equipment, so long as it is conducted in an open space, or room that is open and visible to passersby

6. Family/Friends Attendance

The youth program will have written rules in place regarding the attendance of family and friends during the program. Unauthorized people will not be allowed to interact with minors participating in the programs. Parents, family, or friends who serve in a volunteer position must undergo background checks consistent with the requirements set forth in the [Youth Protection policy 217.7](#).

7. Youth Program Contact Information

Youth programs shall maintain and distribute to participants and parents or guardians, a youth program information sheet that contains contact information for program contact.