



YOUTH PROGRAM: CONDUCT STANDARDS AGREEMENT

To be reviewed and signed annually by all Program Staff, including all paid and unpaid individuals, faculty, staff, volunteers, graduate and undergraduate students, interns, employees of temporary employment agencies, and independent contractors/consultants, paid or unpaid, ***who will interact with, supervise, care for, chaperone, or otherwise oversee youth participants.***

I _____ hereby agree to maintain the following standards of conduct during my involvement as an Program Staff member in connection with (INSERT PROGRAM NAME):

- I have reviewed, and I agree to follow, the UNCG Youth Programs Policy, which is found at the following link: https://policy.uncg.edu/university_policies/youth-programs/. This includes, but is not limited to, sections 5 and 6 of the Policy.
- I will appropriately supervise and escort minors participating (“youth participants”) in the program and with whom I interact.
- I will ensure that all youth participants with whom I interact remain within the areas designated for this program or activity.
- I will not
 - Have contact with minors in seclusion. If an activity requires any type of one to one interaction (tutoring, private lessons, interviews, etc.) these interactions should take place in a location that is open, observable, and interruptible and may only occur if the youth participant’s parent(s) or legal guardian(s) has been informed, given the option to be present, and provided written consent.
 - Engage in abusive conduct of any kind toward, or in the presence of, a minor.
 - Strike, hit, administer corporal punishment to, or touch any minor in an inappropriate or illegal manner.
 - Be under the influence of, use, or possess, alcohol or illegal drugs at any time while working with minors.
 - Provide or knowingly allow minors to possess or consume alcohol, tobacco or illegal drugs. Program Staff also must not provide prescription drugs or any medication to a minor unless specifically authorized in writing by the parent or legal guardian as being required for the minor's care. In case of emergency, individuals must call 9-1-1.

- Give gifts to minors without the knowledge of their parents or legal guardians.
- Invite minors to a private location or home, accept their invitations for the same, or meet with minors outside of the established program locations or outside of established times without written parental authorization.
- Use profane, vulgar, sexual, or harassing language in the presence of a minor, or otherwise speak in an inappropriate manner in the presence of a minor, including but not limited to, engaging in romantic or sexual conversations with a minor, making inappropriate or sexual comments, and telling inappropriate or sexual jokes.
- Expose minors to inappropriate or sexually explicit materials.
- Except as it relates to my own children, I will not (1) share accommodations with youth participants; (2) use a personal vehicle to transport a youth participant; or (3) use personal text, email, internet chat, online games, phone, or other forms of social media to communicate privately with youth participants outside of the official program.
- I will report illegal or inappropriate conduct in accordance with North Carolina state laws and UNC Greensboro's [Minors on Campus: Reporting policy](#). (For more on this, visit <https://compliance.uncg.edu/youth-programs/reporting/>.)
- I agree to conduct myself in a manner consistent with applicable law and those UNC Greensboro policies and procedures that apply to me.

By signing my name below, I understand and agree that violation of any of these Conduct Standards may result in my immediate disqualification from participation in University programs or camps involving Youth, and other sanctions as appropriate.

Printed Name of Program Staff member

_____ Signature

_____ Date

(The original signed form shall be kept and maintained by the department or program sponsoring the program or camp for no fewer than ten (10) years after the Program ends.)