



# YOUTH PROTECTION AT THE UNIVERSITY OF UTAH TRAINING PAMPHLET

*A guide for volunteers and staff:*

*Providing a safe environment for youth participating in  
University of Utah Programs on and off campus*





# OVERVIEW

## 1. CODE OF CONDUCT

*“Do’s and Dont’s”*

## 2. BE AWARE

*“Monitor your behavior and the behavior of other adults”*

## 3. REPORT

*“If you see something...Say something”*



**University Policy 1-015: Safety of Minors Participating in University Programs or Programs held on university premises.**

Effective **July 1, 2016** the “Safety of Minors Policy” requires that all staff and volunteers working with minors in University programs held on university property must receive training in guidelines for interacting with minors.

# 1. CODE OF CONDUCT

*“Do’s and Don’t’s” - Guidelines for interacting with minors*

<p><b>Do</b> be a positive role model by conducting yourself in a respectful, honest, and caring manner</p>	<p><b>Don’t</b> be alone with a minor under any circumstances, unless approved by OEO in advance</p>
<p><b>Do</b> be aware of how your actions and intentions might be perceived or misinterpreted</p>	<p><b>Don’t</b> engage in abusive conduct of any kind towards a minor, including “corporal” or physical punishment</p>
<p><b>Do</b> consult with other adult supervisors or colleagues when you feel uncertain about a situation</p>	<p><b>Don’t</b> engage in any romantic or sexual activity, make sexual comments, tell sexual jokes, or share sexually explicit materials with minors</p>
<p><b>Do</b> report if you witness any violations of the code of conduct (see reporting)</p>	<p><b>Don’t</b> physically touch a minor in a manner that is prohibited by law or a reasonable person would interpret as inappropriate</p>
<p><b>Do</b> report concerns of abuse or neglect (see reporting)</p>	<p><b>Don’t</b> communicate with minors outside of the event or program for which you are volunteering. This includes all forms of communication, including electronic communication and social media</p>
<p><b>Do</b> report to your supervisor if you have been convicted of or are under investigation for:</p> <ul style="list-style-type: none"> <li>- Sex offenses,</li> <li>- Family offenses,</li> <li>- Other offenses of violence, including kidnapping or assault</li> </ul>	<p><b>Don’t</b> give to or receive gifts from a minor. Gifts include: Cash, gift certificates or cards, personal cards, notes, or other gifts</p>
	<p><b>Don’t</b> invite a minor to a private location</p>
	<p><b>Don’t</b> use, possess or be under the influence of alcohol or drugs in presence of a minor or while on duty or participating in program activities or supervision</p>
	<p><b>Don’t</b> leave a minor under the supervision of an unauthorized person</p>

## 2. BE AWARE

*“Monitor your behavior and the behavior of other adults”*

*The following are common behaviors exhibited by child predators and may be red flags for inappropriate relationships between an adult and a minor:*



*Adults that “**single-out**” or pay special attention to a specific minor*

*Adults that put themselves in a position to be **alone** with a specific minor*

*Adults who do special **favours** for, or give gifts to, a specific minor*

*Adults who engage in **rough** or **suggestive** games, including horseplay*

*Adults who encourage a child to **keep secrets** from parents or guardians, or if someone tells a child “this is just between the two of us”*

*Adults that exhibit or engage in **violent behavior** towards a minor*



# 3. REPORT

*“If you see something...say something”*

*If a situation makes you or the child uncomfortable, pick up the phone or talk to a supervisor. It's your legal duty, and it's the right thing to do!*

## YOU ARE REQUIRED TO REPORT ANY OF THE FOLLOWING:

### *1. Any Violation Of Code Of Conduct*

*The Code of Conduct applies to you and to all adults interacting with the minors participating in the event or program. If you see something that is an obvious or suspected violation of the Code of Conduct, you are required to report it to the appropriate authority.*

### *2. If You Know Or Suspect That A Minor Is Suffering Abuse Or Neglect*

*Regardless of **who** the culprit may be: a family member, teacher, religious leader, student, or coach, well-respected or not*

*Regardless of **where** the abuse or neglect may be occurring: in the home, at the University, or elsewhere*

<i>Emergency (or whether you don't know who to call)</i>	<b>911</b>
<i>Utah Child and Family Services Hot line</i>	<b>(855) 323-3237</b>
<i>University of Utah Public Safety</i>	<b>(801) 585-2677</b>
<i>University Office of Equal Opportunity</i>	<b>(801) 581-8365</b>

# CHILD ABUSE AWARENESS

The following warning signs are just that - warning signs. The presence of a warning sign does not mean that a child is being abused. Staff or volunteers who observe signs should immediately bring it to the attention of a supervisor or Program Administrator. Staff or volunteers should **not** question a minor, accuse an individual of engaging in child abuse or neglect, or otherwise investigate concerns of child abuse or neglect.

## POSSIBLE WARNING SIGNS

### Physical

### Behavioral

<i>Unexplained injuries, such as bruises, fractures or burns</i>	<i>Sexual behavior or knowledge that is inappropriate for the child's age</i>
<i>Injuries that don't match the given explanation</i>	<i>Statements that they were sexually or physically abused</i>
<i>Untreated medical or dental problems</i>	<i>Loss of previously acquired developed skills</i>
<i>Trouble walking or sitting or complaints of genital pain</i>	<i>Headaches or stomachaches with no known cause</i>
<i>Lack of clothing or supplies to meet physical needs</i>	<i>Social withdrawal or loss of interest or enthusiasm for previously enjoyed activities</i>
<i>Poor hygiene</i>	<i>Taking food or money without permission</i>
<i>Abuse or sexual abuse of other minors</i>	<i>Desperately seeks attention or extreme fear of attention</i>
	<i>Self-deprecation or hatred, talks or thoughts of suicide</i>
	<i>Aggressive with or causes injury to animals or pets</i>

<i>Utah Child and Family Services Hot line</i>	<i>(855) 323-3237</i>
<i>Domestic Violence Information Line</i>	<i>(801) 897-5465</i>
<i>University of Utah Public Safety</i>	<i>(801) 585-2677</i>
<i>University Office of Equal Opportunity</i>	<i>(801) 581-8365</i>
<i>U of U Youth Protection and Program Support</i>	<i>(801) 581-4444</i>