

University Of Alaska Protection of Minors Code Of Behavior

UA BOR Regulation, Chapter 09.12, Protection of Minors

At the University of Alaska (UA) our program provides the highest quality services available to Minors. Our commitment is to create an environment for Minors that is safe, nurturing, empowering, and promotes growth and success for Minors participating in our programs. Any type of abuse will not be tolerated and will result in immediate dismissal from the program and/or UA. UA will fully cooperate with authorities if allegations of abuse are made and investigated.

To accomplish this mission, employees, volunteers, and other adults interacting with Minors while participating or working in UA Sponsored programs, activities, and camps:

1. Shall treat Minors with respect at all times.
2. Shall treat Minors fairly regardless of race, color, religion, national origin, age, sex, sexual orientation, gender identity, physical or mental disability, genetic information or pregnancy or parenthood status.
3. Shall adhere to uniform standards of affection as outlined in any applicable university or program specific procedures, and shall not engage in private displays of affection.
4. Shall not use or be under the influence of alcohol or drugs in the presence of Minors or during activities or events involving Minors.
5. Shall not discuss sexual encounters with or around Minors.
6. Shall not date or become romantically involved with Minors in the program.
7. Shall not make pornography in any form available to Minors or assist them in any way in gaining access to pornography.
8. Shall not have secrets with Minors or ask Minors to keep secrets.
9. Shall not swear or tell sexual, discriminatory, degrading or otherwise offensive jokes.
10. Shall not stare at or comment on the Minors' bodies.
11. Shall not engage in inappropriate electronic communication, such as "friending" or "following" Minors, or allowing Minors to "friend" or "follow" them, as may be further defined by specific program policies.
12. Shall avoid outside-of-program contact or interaction with Minors, which may be further defined by specific program procedures.
13. Shall not be naked, shower, bathe, "skinny-dip" or undress with or in the presence of Minors.
14. Shall not take any photographs or videos of Minors or post photographs or videos on a digital, electronic, hosted media, web-based service or any other medium without first obtaining a release from the Minor's parent or legal guardian.
15. Shall not abuse Minors in anyway including the following:
 - **Physical Abuse:** means hitting or kicking, spanking or other corporal punishment, shaking, slapping, twisting or bending appendages beyond normal range of motion, pinching, scratching, hair pulling, unnecessary restraints, forcible contact with injuries objects or substances;

- **Verbal abuse:** degrade, threaten, cursing
- **Sexual abuse:** inappropriate touch, exposing oneself, sexually oriented conversations
- **Mental abuse:** shaming, humiliation, cruelty
- **Neglect:** unreasonably withholding food, water, adequate clothing for conditions, or shelter

16. Shall not allow Minors to engage in hazing, bullying, derogatory name-calling, games of "Truth or Dare," ridicule, or humiliation.

17. Shall report concerns or complaints about other adults or Minors in accordance with all reporting policies.

I have read and agree to abide by the Code of Behavior requirements listed above. The Code of Behavior shall be signed annually for any work involving Minors and again if working for another department, camp, or program at UA.

Printed Name: _____

Signature: _____ Date: _____