

Code of Conduct



at the University YMCA



Mission

The University Y develops campus and community leaders committed to social justice, environmental protection, interfaith cooperation and global engagement by fostering dialogue, reflection and action.

Student Leadership and Development Programs

- Student Organizations
- Trainings and Workshops
- Civic Engagement
- Bailey Scholarship Program

New American Welcome Center

- La Linea Immigrant Helpline
- Immigration Legal Services
- Economic Integration
- Immigrant Rights and Advocacy

Art and Civic Dialogue

- Friday Forum Lecture Series
- Art @ the Y
- Interfaith Programming



BELONGING BEGINS WITH US SEPTEMBER 10 - 19, 2021

Welcoming Week is a chance for all neighbors, both immigrants and US-born residents, to get to know one another and celebrate what unites us as a community.

Don't Miss Out! Stay up to date on this fun-filled week by following the New American Welcome Center on Facebook and by checking out the Welcoming Week website.

 @ynawc



universitymca.org/welcome/ww21

Code of Conduct

- Inappropriate vs. appropriate

Physical Contact

Verbal Interactions

Electronic Communications

Reporting Abuse

Resources

Physical Contact

Appropriate

- Side hugs
- Pats on the shoulder
- Handshakes
- High fives
- Verbal praise
- Touching hands, shoulders, arms
- Arms around shoulders
- Hand holding (when escorting children)
- COVID considerations
- **Best practice - ask and receive consent, provide options**

Inappropriate

- Full frontal hugs
- Kisses
- Showing affection in isolated area
- Lap sitting
- Wrestling
- Piggyback rides
- Tickling
- Any type of massage
- Any form of affection that is unwanted by staff, volunteer, or youth
- Touching genitals, chest area, or bottom
- Compliments related to body development
- Allowing youth to cling to an employee's or volunteer's leg

Verbal Interactions

Appropriate

- Positive reinforcement
- Encouragement
- Praise

Inappropriate

- Discussing personal sexual encounters
- Rude, insensitive, indecent, and sexual jokes
- Shaming and belittling
- Calling someone outside of their name
- Threatening and harsh language
 - May frighten and humiliate youth
- Derogatory remarks
- Cursing
- Secrets
 - Reinforces power dynamics

Online Communications

Appropriate

- Sending emails and texts from an official organizational/ institutional email account
- Communicating through official organizational social media accounts
- Posting pictures of adult program participants or events on social media sites
- Copying (cc'ing) staff and parents/guardians on conversations between adults and youth

Inappropriate

- Posting pictures of youth on social media sites (especially without parental/guardian **and** youth permission)
- Private messages between youth and adults
- Adults “friending”/following youth on social media/social networking sites
- Harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, and humiliating comments
- Sexually oriented conversations, comments, videos, and images
- Viewing, showing, and distributing pornographic materials

Reporting Abuse

- Individuals/ volunteers are not required to report abuse (unless required by laws. I.e. mandatory reporting laws), but are strongly encouraged to talk with a staff person or report anonymously.
- Allegations of misconduct or violations of Code of Conduct policies of an University YMCA volunteer, student member, or employee may be made by
 - Written or electronic correspondence with any staff person including the myself, the executive director, and board chair (signed or unsigned)
 - Via online form (signed or unsigned)

Online Reporting Form

www.universityymca.org/report

universityymca.org/report/

in the form.

OUR MISSION ▾ ONLY @ THE Y ▾ STUDENT PROGRAMS ▾ SCHOLARSHI

File a Complaint

* Required

Email *

Your email

Name (Optional)

Your answer

Phone/Email (Optional)

Your answer

Resources

- Utilize peer and staff support (Vis-A-Vis, Schools, University YMCA)
- Learn of campus and community resources
 - Women's Resources Center
 - University YMCA
 - Children's Advocacy Center of Champaign
 - Court Appointed Special Advocates for Children (CASA)
 - RACES, Courage Connection



Contact:

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