# **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 funfilled week by following the New American Welcome Center on Facebook and by checking out the Welcoming Week website.





universityymca.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

#### <u>Inappropriate</u>

- 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

#### <u>Inappropriate</u>

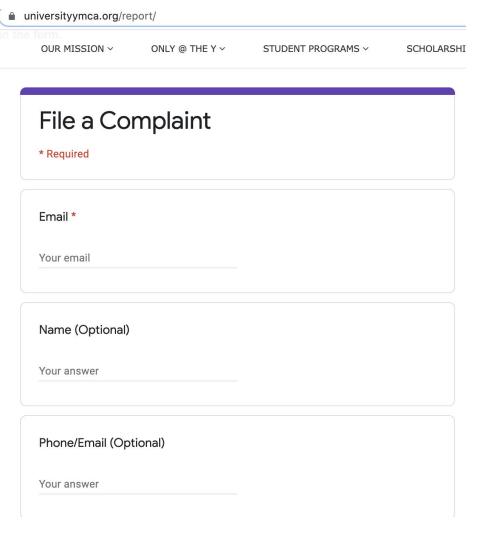
- Posting pictures of youth on social media sites (especially without parental/guardian <u>and</u> youth permission)
- Private messages between youth and adults
- Adults "friending"/following youth on social media/social networking sites
- Harsh, coercive, threatening, intimidating, shaming, derogatory, 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



### **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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