



Protecting Children: Behavioral Standards for Interacting With Minors



Clear behavioral and supervisory standards for interacting with minors can reduce opportunities for misconduct and address inappropriate behavior early. Schools should consider the following guidelines for employees, volunteers, contractors, and other adults interacting with minors at school or in connection with a school-sponsored program.

For the purposes of this publication, the term “educators” means adult “employees, volunteers, and contractors” and the terms “minors” and “students” are used interchangeably.

A. Preventing One-on-One Access to Minors

Does your school:

1. Discourage educators from one-on-one contact with minors in private settings? Yes
 No
2. Require educators and students to meet in places observable by others, such as offices with windows or outdoors, if privacy is needed? Yes
 No
3. Assign at least two educators to monitor bathrooms and locker rooms of their gender, when possible? Yes
 No
4. Require at least two educators to be present to assist children with activities such as putting on bathing suits and taking showers? Yes
 No
5. Prohibit educators from:
 - Taking a child without another adult to private areas, such as storage closets, athletic training rooms, hotel rooms, or personal vehicles? Yes
 No
 - Sleeping in the same room overnight with minors unless the minors’ parents or guardians are present? Yes
 No

Actions Needed

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6. Discourage educators from having direct electronic contact with minors? For example, consider encouraging or requiring that another adult be included in all electronic communications with minors. Yes
 No
7. Require educators to:
- Inform a program supervisor before moving children out of the program area or to a different location on or off campus? Yes
 No
 - Use separate bathrooms, locker rooms, and showers from minors or, if separate facilities are not available, schedule separate usage times? Yes
 No
 - Release minors only to an authorized parent, legal guardian, or other adult specifically authorized by the custodial parent or guardian and only after confirming their identification? Yes
 No

B. Interacting With Minors

Does your school prohibit educators from:

1. Striking, hitting, engaging in abusive conduct, or administering corporal punishment to minors or in their presence? Yes
 No
2. Touching minors in an illegal manner or in a manner that a person could reasonably interpret as inappropriate? Generally, touching should be in the open and for a clear educational, developmental, or health-related purpose. Yes
 No
3. Providing minors with alcohol or illegal drugs? Yes
 No
4. Being under the influence of alcohol or illegal drugs while supervising minors? Yes
 No
5. Making sexual materials, in any form, available to minors or helping minors gain access to such materials? Yes
 No
6. Using vulgar language or engaging in sexual talk with minors? Yes
 No
7. Taking pictures of minors unless their parent or legal guardian has signed a waiver allowing use of photography for program-related purposes? Yes
 No
8. Sharing gossip or inappropriate personal information, such as dating or relationship history, with minors? Yes
 No
9. Giving their home or cellphone number to minors without receiving permission from their parent or guardian? Yes
 No
10. Meeting with minors outside of established times for program activities? Yes
 No
11. Communicating with minors through email, text messages, social networking websites, Internet chat rooms, or other forms of social media unless there is an educational or programmatic purpose? Yes
 No

C. Supervising Interactions Between Minors and Educators

To enforce the school's behavioral standards for interacting with minors, does your school:

1. Require that supervisors:
 - Receive training on the school's child safety practices or policies? See [Protecting Children: Training to Prevent Sexual Misconduct](#). Yes
 No
 - Make periodic unannounced visits in class and during activities to observe whether behavioral standards are being followed? Yes
 No
 - Document specific observations about how those under their supervision interact with children? Yes
 No
 - Correct and provide prompt feedback to educators regarding their adherence to child safety practices and policies? Yes
 No
 - Stop any interaction with a child that appears suspicious? Yes
 No
 - Discontinue any adult's participation in activities or programs involving minors if inappropriate behavior is suspected or alleged? Yes
 No
2. Require that educators report suspected violations of child safety practices and policies? Yes
 No
3. Train all employees, students, and other relevant members of the campus community how to report suspected violations of the school's child safety practices and policies? Yes
 No
4. Encourage parents or legal guardians of minors to report any suspected violations of the school's child safety practices and policies? Yes
 No

D. Creating a Healthy Interactions and Boundaries Code of Conduct

1. Does your school have a code of conduct outlining healthy interactions and boundaries with minors in the handbook that employees receive and sign at the time of hire and every year thereafter? Yes
 No
2. Does the code count as part of an employee's performance criterion? Yes
 No
3. Is the code incorporated as part of employee-student boundaries training? Yes
 No



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