

INTERACTIONS AND BEHAVIORS SUMMARY

The lists below are not intended to be exhaustive, but are provided to serve as a guide to interactions and behaviors with minors. Violations should be reported immediately.

Appropriate Physical Interaction

- Side hugs
- Shoulder to shoulder or “temple” hugs
- “A-frame” hugs
- Handshakes
- “High-fives” and hand slapping
- Pats on the head or back when culturally appropriate
- Holding hands (with smaller children in escorting situations)
- Holding hands during prayer

Inappropriate Physical Interaction

- Any form of affection unwanted by the minor
- Showing affection in isolated areas
- Physical contact insisted on or requested by an adult or minor volunteer
- Inappropriate or lengthy embraces
- Full frontal hugs
- Kisses
- Touching knees or legs
- Touching buttocks, chest, or genital areas
- Wrestling, “rough-housing,” tickling
- Corporal punishment
- Allowing a child to cling to another’s leg
- Massage

Appropriate Behavior

- Consistently applying the Guidelines for Working with minors (for adult volunteers only)
- Providing a safe environment where the dignity of and respect for every individual is ensured
- Knowing how and to whom to report inappropriate behavior
- Avoiding emotional attachment and/or vulnerable situations
- Awareness of the powerful attraction of minors to those in positions of trust, and ability to refer minors developing dependency to another qualified adult

Inappropriate Behavior

- Contact with minors via any personal communication tools (such as phone, instant messaging, e-mail, social networking site...)
- Being alone with minors while working in the scope of volunteer duties (such as a vehicle, restaurant, residence, sleeping facility, locker room, rest room, hot tub or pool, etc.)
- Allowing or assisting minors to have access to alcohol, drugs, pornographic material, inappropriate website, DVD, CD or any illegal substance.
- Photographing minors without parental consent
- Singling out a minor with a personal gift

Appropriate Verbal Interaction

- Positive reinforcement
- Appropriate jokes
- Encouragement
- Verbal praise
- Program content communications

Inappropriate Verbal Interaction

- Name calling
- Cursing
- Off-color or sexual jokes or innuendo
- Shaming or belittling
- Compliments/comments related to physical attributes
- Telling secrets/asking children to keep secrets
- Racial or ethnic insults, slurs or derogatory remarks about others
- Discussing personal adult matters, including sexual issues
- Using harsh language that may intimidate or frighten minors