



Adult Code of Conduct for Working with Minors

Adult leaders are expected to uphold the highest standards of clear and safe behavior. This includes, but is not limited to the following:

- Adults should avoid being alone with all minors of the opposite sex (besides family members). This includes hotel rooms, tents, offices, dormitories, and automobiles.
- Adults should avoid being alone with ANY minor under the age of 14 (besides family members), regardless of gender, sexual identity, or sexual orientation whenever possible.
- Adults should never engage in private discussions of their own struggles with sexual behavior or pornography. This includes sexually charged jokes, etc. This does not include group discussions intended to instruct students about the avoidance of or recovery from sexual abuse or things of this nature, but these discussions must be done openly and with other adults present.
- Adults should never share a bed with a minor.
- Adults should never be fully undressed in the presence of minors or be in the presence of a fully undressed minors (besides family members).
- ALL reports of sexual or physical abuse will be reported to the proper authorities immediately by phone and written within 36 hours (per California Penal Code Section 11166.5). The law calls for all reports that contain "reasonable suspicion" which is defined as when a reasonable would have reason to believe that there is a possibility that abuse may have occurred. It is not proof, or even belief that allegations are true, but a reasonable suspicion. A uReach staff member will supervise all reports to ensure proper and full reporting.
- Adults should never ask a minor to keep ANY secret, as this promotes vulnerability and violates trust.
- Adults are expected to report suspicious behavior of other uReach staff, volunteers or other adults for evaluation.

uReach staff and volunteers must make the protection of all minors their #1 priority. This includes personal safety and shielding from sexual, physical, and emotional abuse. uReach administrators treat incidents of child abuse in any form with the utmost seriousness. Anyone in this organization who abuses a minor in any way with a child will be reported and prosecuted to the full extent of the law.

Adult leader Printed Name

Adult leaders Signature

Date