**Area Representative Code of Conduct**

**Youth-Adult Partnership:** We aspire to healthy youth-adult partnership.

Adults have special responsibility to monitor safety and to report to leaders any unsafe behavior, behavior which violates the behavioral expectations or program rules, and to take immediate action as needed to keep individuals safe, including seeking medical care.

**Communication:** Adult leaders need to be mindful of the impact of their communications. Communication includes body language, facial expressions and tone of voice, as well as choice of words in written and verbal expression. We expect adults to use kind and compassionate communication, even when being honest about their own feelings. We expect adults to model healthy ways of resolving conflict including apologizing and seeking to restore relationship.

Any form of abuse, neglect, bullying or harassment of any member will not be tolerated and is in violation of this code of conduct.

**Sexual conduct:** It is never appropriate to engage in any manner of sexualized conduct with youth. This includes explicitly sexual conduct; seductive or erotic behavior; nudity or clothing inappropriate for public view; sharing bedding with other adults in view of youth; sexually provocative behavior, jokes, innuendo or sexualized language.

Physical expressions of affections such as hugs can be valuable for youth, but it is best to allow the youth to initiate them. Adults must be sensitive not to allow hugs to be prolonged or inappropriate and should ask youth for permission before hugging them.

Adult leaders should never, under any circumstances, share a bed with a student.

Adult leaders should not send to students explicit photos of self or others and should report to their RD or the Associate Director of Student support if they are made aware of a student sending to or receiving pictures from others.

**Confidentiality:** Having trusted adults is important in youth lives. Holding the confidences of youth is an important component, but adults may receive information which is unsafe to hold in confidence. This includes any disclosures from youth about harm to self or others, including self-harm, suicidal thoughts, homicidal or abusive thoughts, child abuse, intimate partner violence, bullying, harassment, serious substance problems, and all other ways youth may be at risk of serious harm.

FOR THE SAFETY OF BOTH YOUTH AND YOURSELF, YOU MUST NOT KEEP SUCH INFORMATION TO YOURSELF. Never give youth the impression that you will keep secrets for them. When you are given information which must be shared for the well-being of the youth, encourage the youth to seek help from a parent, minister, religious educator, or other trusted adult. In addition, you yourself MUST consult with a person of greater authority. If in doubt, ask adult leaders in your program or UUA staff responsible for the youth program.

If a youth participant discloses information about their gender identity or sexual orientation that a youth has not made public to an adult; that adult will not share the disclosure with other people without the permission of the youth.

**Adult Role:**Adults are expected to remain in an adult role at all times. Although we hope that youth and adults will have a genuine fondness for one another, in the adult/youth relationship the adult is the one who assumes primary responsibility for maintaining appropriate boundaries and cultivating an atmosphere of health and trust.

Adults should develop authentic and genuine relationships with youth. Adults must also monitor their self-disclosures such that they are for the good of the youth, age appropriate, and do not result in unclear boundaries. This particularly applies to sharing information about one’s own sexual activity and substance use. Adults should never encourage or condone illegal or unethical activity on the part of children or youth.

Adults must take responsibility for meeting their own social, emotional, sexual, and spiritual needs so that their own needs do not interfere with their ability to attend to the needs of youth.

It is expected that relationships that an adult has with youth who have grown to young adulthood will not become exploitative, including interactions on social media platforms.

**Adult Alcohol/Substance Use or Failure to Report Minor Use:**Adults who are responsible for youth or on-call cannot consume or be impaired by alcohol or other substances that impair functioning for the duration of the event or tenure of their responsibility. This includes not show up impaired from previous consumption. As well, an Area Representative must report any incidence of student use of drugs or alcohol to their RD or to the Associate Director of Student Support, immediately.