



## **Procedure for Employee and Volunteer Responding to Youth Sexualized Behavior**

Youth sexualized behaviors can include inappropriate touching, exposing body parts, using sexualized language, making threats of sexual activity, engaging in sexual activity, and similar types of interactions. If employees or volunteers witness youth sexualized behaviors that are contrary to defined behavioral expectations between youths, they are instructed to follow these guidelines:

- If you observe sexual activity between youths, you should safely separate them as soon as possible.
- Calmly explain that such interactions are not permitted and separate the youths.
- Notify your supervisor and parent/guardian (when applicable)
- Complete the necessary documentation including what you observed and how you responded.
- Follow your supervisor's instructions regarding notifying the authorities and informing the parents/guardians of the youths involved.
  - Do not attempt to determine whether the youth's behavior was "sexual curiosity". There is not a standard definition of what normal sexual curiosity looks like. An external body, such as law enforcement, utilizes criterion to investigate and determine whether the youth's behavior is sexual curiosity.
- If the problem is recurring, additional action may be required including not allowing one or both youths to return to the program.
- Identify how youths will be managed or supported to prevent further occurrences of sexual activity (i.e., safety or behavioral plans including additional supervision requirements).