



Youth Code of Conduct

All individuals on the Cal Poly campus, including Youth, are required to comply with all applicable laws and University policies. Youth shall follow the expectations below to avoid conduct that could cause harm or be misinterpreted:

Abuse or Mistreatment:

Cal Poly's top priority is Youth safety. Any form of abuse or mistreatment of Youth, staff, and volunteers is prohibited. Youth shall not abuse or mistreat staff, volunteers, or other Youth in any way. Use of abusive language, obscene or profane language, including racial, religious, gender identity or sexual references directed at other people will not be tolerated. It is important to treat others as you would like to be treated.

Youth shall not engage in the verbal or emotional abuse or mistreatment of other Youth, staff, or volunteers.

<i>Appropriate Verbal Interactions for Youth</i>	<i>Inappropriate Verbal Interactions for Youth</i>
<ul style="list-style-type: none"> • Appropriate jokes • Encouragement • Praise 	<ul style="list-style-type: none"> • Name-calling • Bullying • Ridicule or Humiliation • Discussing sexual encounters • Cursing • Hazing • Off-color or sexual jokes • Shaming • Belittling • Derogatory remarks • Harsh language that may frighten, threaten, or humiliate other youth • Derogatory remarks about another youth or their family • Inappropriate games like <i>Truth or Dare</i> and <i>Never Have I Ever</i>

Youth shall not engage in the physical abuse or mistreatment of other Youth, staff, or volunteers.

<i>Appropriate Physical Interactions for Youth</i>	<i>Inappropriate Physical Interactions for Youth</i>
<ul style="list-style-type: none"> • Side hugs • Shoulder-to-shoulder or “temple” hugs 	<ul style="list-style-type: none"> • Full-frontal hugs • Kisses

<ul style="list-style-type: none"> • Pats on the shoulder or back • Handshakes • High-fives and hand slapping • Verbal praise • Pats on the head when culturally appropriate • Touching hands, shoulders, and arms • Arms around shoulders 	<ul style="list-style-type: none"> • Showing affection in isolated areas • Lap sitting • Wrestling • Piggyback rides • Tickling • Exposing oneself • Any type of massage given by or to youth • Any form of affection that is unwanted by the youth or the staff or volunteer • Compliments relating to physique or body development • Touching bottom, chest, or genital areas • Hitting • Spanking • Shaking • Slapping • Unnecessary restraints • Viewing or showing others pornographic materials
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Personal Relationships:

Appropriate personal relationships between Youth are encouraged. However, Cal Poly strongly discourages romantic relationships between Youth while in programming. Youth are not permitted to hold hands, sit on others’ laps, use full-frontal hugs, or kiss other Youth while in programming.

There should never be, under any condition, a romantic or otherwise personal relationship between a Youth and a staff member or volunteer.

One-on-one Interactions:

Most abuse occurs when an adult is alone with a Youth, or when a Youth is alone with another Youth. Cal Poly aims to eliminate or reduce these situations and prohibits private one-on-one interactions unless approved in advance by Cal Poly administration.

If you observe one-on-one interactions between staff or volunteers and Youth, you should report this to the Cal Poly Youth Protection Program, at (805) 756-5455 or by emailing us at youthprograms@calpoly.edu, and/or submitting the [Youth Program Incident/Accident Form](#).

Alcohol, Drugs, and Tobacco:

Possession and/or use of alcoholic beverages, drugs and tobacco products while on the Cal Poly campus or engaged in any Cal Poly programming is strictly prohibited.

Youth will not be permitted to participate in any program while under the influence of alcohol, drugs, or illicit substances. Possession of these substances will result in confiscation and/or

disciplinary action, up to and including, dismissal from the program. Parents/guardians will be notified as appropriate.

Weapons:

Cal Poly should be a safe place for Youth, staff, and volunteers. Weapons and items that may be considered weapons are prohibited. This includes laser pointers. Possession of these items will result in confiscation and/or disciplinary action, up to and including, dismissal from the program. Parents/guardians, and/or the authorities will be notified as appropriate.

Violence:

Cal Poly seeks to provide a safe environment for Youth, staff, and volunteers in our community. Violence and threats of violence including but not limited to destruction of property, bullying, physical fighting, and assault, will not be tolerated at Cal Poly, on our campus, in campus facilities, in other facilities being utilized by Cal Poly, or during Cal Poly sponsored activities and events.

Staff are available to assist in the resolution of differences. Engaging in violence will result in disciplinary action, up to and including, dismissal from the program. Parents/guardians will be notified as appropriate.

Disruptive Behavior:

Inappropriate or disruptive behavior is not permitted at Cal Poly programs. This includes, but is not limited to graffiti, littering, spitting, or throwing objects that could intentionally or unintentionally harm others or cause disorder. Engaging in disruptive behavior will result in disciplinary action, up to and including, dismissal from the program. Parents/guardians will be notified as appropriate.

Bullying:

Cal Poly will not tolerate the mistreatment or abuse of one Youth by another Youth. Bullying is aggressive behavior that is intentional, repeated over time, and involves an imbalance of power or strength. Bullying can take on various forms including:

Physical bullying – when one person engages in physical force against another person, such as by hitting, punching, pushing, kicking, pinching, or restraining another.

Verbal bullying – when someone uses their words to hurt another, such as by belittling or calling another hurtful name.

Nonverbal or relational bullying – when one person manipulates a relationship or desired relationship to harm another person. This includes social exclusion, friendship manipulation, or gossip. This type of bullying also includes intimidating another person by using gestures.

Cyberbullying – the intentional and overt act of aggression toward another person by way of any technological tool, such as email, instant messages, text messages, digital pictures or images, or website postings (including blogs). Cyberbullying can involve:

- Sending mean, vulgar, or threatening messages or images.

- Posting sensitive, private information about another person.
- Pretending to be someone else to make that person look bad; and
- Intentionally excluding someone from an online group.
- Hazing – an activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers that person regardless of that person’s willingness to participate.
- Sexualized bullying – when bullying involves behaviors that are sexual in nature. Examples of sexualized bullying behaviors include sexting, bullying that involves exposures of private body parts, and verbal bullying involving sexualized language or innuendos.

Anyone who sees an act of bullying, and who then encourages it, is engaging in bullying. This policy applies to all Youth, staff, and volunteers. Engaging or participating in bullying will result in disciplinary action, up to and including, dismissal from the program. Parents/guardians will be notified as appropriate.

Reporting:

Cal Poly is dedicated to maintaining zero tolerance for abuse, thus it is imperative that everyone, including Youth, actively participate in creating a safe environment and Youth protection. If any one Youth, staff, or volunteer observes suspicious or inappropriate behaviors and/or policy violations by a Youth, staff, or volunteer, that person must report their observations. Reports will be taken seriously.

Examples of Suspicious or Inappropriate Behaviors Between Staff/Volunteers and Youth

- Violation of this policy or any abuse prevention policies outlined by Cal Poly.
- Seeking private time or one-on-one time with youth
- Buying gifts for individual youth
- Making suggestive comments to youth
- Picking favorites

Youth are encouraged to report concerns or complaints about Youth, staff, or volunteers to a program supervisor, or directly to the Youth Protection Program, at (805) 756-5455 or by emailing us at youthprograms@calpoly.edu.