



# OFFICE FOR YOUTH PROGRAMS DEVELOPMENT & SUPPORT

UNIVERSITY of WASHINGTON

Undergraduate Academic Affairs

## ADDRESSING UNSAFE INTERACTIONS & BEHAVIORS OF CONCERN

The following table provides examples of behaviors that are prohibited or discouraged in youth programs. All behaviors listed below warrant a response by a youth program representative. Certain "behaviors of concern" require notification to SafeCampus per [APS 10.13](#), and/or a report to the Washington State Department of Children, Youth and Families- Child Protective Services (DCYF CPS) or the police, in accordance with [UW Presidential Order 56: Reporting Suspected Child Abuse or Neglect](#). Examples listed below are not exhaustive. Contact the Office for Youth Programs Development and Support for further guidance as needed.

DISCOURAGED/ PROHIBITED BEHAVIORS IN UW YOUTH PROGRAMS <i>note: all behaviors listed below are prohibited unless marked "discouraged"</i>	SUPERVISORY ATTENTION ADVISED: SAFECAMPUS NOTIFICATION NOT REQUIRED		SAFECAMPUS NOTIFICATION REQUIRED i.e., "Behaviors of Concern" SAFECAMPUS: 206-685-SAFE (7233)	REPORT TO DCYF CPS OR POLICE & SAFECAMPUS CPS: 1-866-END-HARM (363-4276)
1:1 personnel-youth interactions with no staff or other adults present. (Discouraged)	<i>Do not require supervisory attention if the behaviors are allowed:</i> <ul style="list-style-type: none"> <li>1:1 interactions in an office setting with door open.</li> <li>1:1 interactions that are sanctioned by the program.</li> </ul>	<i>Supervisory attention warranted:</i> <ul style="list-style-type: none"> <li>One-time unplanned encounters where the personnel had no access to other adults.</li> </ul>	<ul style="list-style-type: none"> <li>Recurring unsanctioned 1:1 youth-personnel interactions (planned or unplanned).</li> <li>Intentional seclusion of a youth by an adult.</li> </ul>	<ul style="list-style-type: none"> <li>1:1 interactions that intersect with other behaviors of concern that may fit a definition of abuse or neglect.</li> </ul>
Physical or verbal abuse	<ul style="list-style-type: none"> <li>Personnel using language or behaviors to discipline youth that could be perceived as developmentally inappropriate, threatening or violent (jokingly or facetiously).</li> </ul>		<ul style="list-style-type: none"> <li>Using threatening, derogatory or violent language towards youth that can be perceived as serious.</li> <li>Using coercion or intimidation to wield power over youth.</li> <li>Any use of physical force for any purpose (including to restrain youth).</li> </ul>	<ul style="list-style-type: none"> <li>ALL behaviors that meet the definition of physical or verbal abuse.</li> <li>Physical force used against youth that results in an injury or severe psychological trauma.</li> </ul>
Withholding basic necessities used as a form of discipline	<ul style="list-style-type: none"> <li>Withholding special privileges (e.g., access to certain extra-curricular activities or special prizes, snacks, etc.) for disruptive behavior.</li> </ul>		<ul style="list-style-type: none"> <li>Withholding meals, water, toileting, sleep, or other basic needs to discipline youth.</li> </ul>	<ul style="list-style-type: none"> <li>Persistent or egregious instances of withholding meals, water, toileting, sleep, or other basic needs to discipline youth.</li> </ul>

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<p>Purposeful unsanctioned contact (electronic or in-person) outside of program</p>	<ul style="list-style-type: none"> <li>Youth initiated contact to a personal account; personnel notifies supervisor immediately and takes steps to deter contact.</li> <li>Personal communication or contact based on a pre-existing relationship that is disclosed to a supervisor.</li> <li>Happenstance meeting in non-program setting that is disclosed to supervisor.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing contact between staff and a youth using the staff person's personal account. No disclosure to supervisor about the communication.</li> <li>Unsanctioned visit to personal events or home of youth.</li> <li>Visit by youth to personal dwelling of staff.</li> <li>Unsanctioned meeting between youth and personnel.</li> </ul>	<ul style="list-style-type: none"> <li>Sharing sexually explicit materials with a youth</li> </ul>		
<p>1:1 electronic or text communications (Discouraged)</p>	<table border="1"> <tr> <td data-bbox="443 630 768 951"> <p><i>May not warrant supervisory attention if the behaviors are allowed:</i></p> <ul style="list-style-type: none"> <li>Electronic or text communication that is sanctioned by a program.</li> </ul> </td> <td data-bbox="768 630 1012 951"> <p><i>Supervisory attention warranted:</i></p> <ul style="list-style-type: none"> <li>Youth-initiated contact to a personal account; personnel notifies supervisor immediately.</li> </ul> </td> </tr> </table>	<p><i>May not warrant supervisory attention if the behaviors are allowed:</i></p> <ul style="list-style-type: none"> <li>Electronic or text communication that is sanctioned by a program.</li> </ul>	<p><i>Supervisory attention warranted:</i></p> <ul style="list-style-type: none"> <li>Youth-initiated contact to a personal account; personnel notifies supervisor immediately.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing contact between staff and a youth using the staff person's personal account. No disclosure to supervisor about the communication.</li> </ul>	<ul style="list-style-type: none"> <li>1:1 text or electronic communications that intersect with other behaviors of concern that may fit a definition of abuse or neglect.</li> </ul>
<p><i>May not warrant supervisory attention if the behaviors are allowed:</i></p> <ul style="list-style-type: none"> <li>Electronic or text communication that is sanctioned by a program.</li> </ul>	<p><i>Supervisory attention warranted:</i></p> <ul style="list-style-type: none"> <li>Youth-initiated contact to a personal account; personnel notifies supervisor immediately.</li> </ul>				
<p>Discriminatory behaviors toward youth (favorable or negative)</p>	<ul style="list-style-type: none"> <li>Perceived or actual preferential treatment given to one group of youth over another in the same program.</li> <li>Microaggressions that occur in the presence of youth.</li> </ul>	<ul style="list-style-type: none"> <li>Personnel making overtly derogatory (e.g., racist, sexist, homophobic, etc.) comments toward youth based on their identity.</li> <li>Youth disclosure of discrimination (as defined by EO 31) experienced by personnel.</li> <li>Sexual, racial, ability, religious or other identity based harassment of youth.</li> </ul>	<ul style="list-style-type: none"> <li>Assault or other crimes motivated by prejudice on the basis of sex, race, ability, religion, etc.</li> </ul>		
<p>Giving or receiving personal gifts to/from certain youth or parents</p>	<ul style="list-style-type: none"> <li>Unsolicited gifts received by participants or families that are immediately disclosed to a supervisor.</li> <li>Giving gifts to all participants or families, or otherwise within sanctioned program guidelines.</li> </ul>	<ul style="list-style-type: none"> <li>Giving gifts to certain youth with no sanctioned programmatic objective. Not disclosing to supervisor. Any perception of favoritism or grooming.</li> <li>Asking youth who receive a gift to keep it a secret.</li> <li>Receiving a gift from youth and not disclosing to a supervisor.</li> </ul>	<ul style="list-style-type: none"> <li>Gift giving or receiving that intersects with other behaviors of concern that may fit a definition of abuse or neglect.</li> </ul>		

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<p>Sexual contact, including verbal or physical.</p>	<ul style="list-style-type: none"> <li>Youth-initiated frontal hugs or other youth-initiated "playful" physical contact that is considered inappropriate per program guidelines; personnel immediately discloses to a supervisor and addresses with youth.</li> <li>Youth-initiated sexual innuendo towards personnel; personnel discloses to a supervisor and addresses with youth.</li> </ul>	<ul style="list-style-type: none"> <li>Physical contact that might be construed as sexual in nature, such as massages, back rubs, etc.</li> <li>Sexual innuendo (e.g., flirting, etc.) between youth and personnel that is not disclosed to a supervisor or deterred by personnel.</li> </ul>	<ul style="list-style-type: none"> <li>Sexual physical contact or sexual verbal exchanges between personnel and youth that meets the definition of sexual abuse or exploitation.</li> </ul>
<p>Dating or romantic involvement</p>	<ul style="list-style-type: none"> <li>Youth initiated romantic expression towards personnel that is immediately reported to a supervisor and addressed with youth.</li> </ul>	<ul style="list-style-type: none"> <li>Youth initiated romantic expression towards personnel that is not immediately reported to supervisor, and which persists.</li> <li>Personnel initiated romantic involvement.</li> </ul>	<ul style="list-style-type: none"> <li>"Dating" between personnel and youth, with additional concern for sexual or physical abuse.</li> </ul>
<p>Sharing sexually explicit information or materials with youth</p>	<p>➔</p>	<ul style="list-style-type: none"> <li>Sharing sexually explicit materials with youth other than pornography, which warrants report to CPS or police.</li> </ul>	<ul style="list-style-type: none"> <li>Sharing pornographic materials with youth.</li> </ul>
<p>Possessing, selling, using or being under the influence of drugs, alcohol or tobacco during program activities</p>	<ul style="list-style-type: none"> <li>One-time or repeated tobacco use in front of youth.</li> <li>Discussing drug, alcohol or tobacco use in the presence of youth without a clear programmatic objective.</li> </ul>	<ul style="list-style-type: none"> <li>Possessing or using alcohol or drugs during program activities.</li> <li>Being under the influence of drugs or alcohol during program activities.</li> </ul>	<ul style="list-style-type: none"> <li>Selling drugs.</li> <li>Providing alcohol or drugs to youth.</li> </ul>
<p>Bring or possess weapons into program</p>	<p>➔</p>	<p>➔</p>	<ul style="list-style-type: none"> <li>ALL</li> </ul>
<p>Transporting of youth in a personal vehicle</p>	<p>➔</p>	<ul style="list-style-type: none"> <li>Transporting youth in a personal vehicle under any circumstances</li> </ul>	<ul style="list-style-type: none"> <li>Transporting youth in a personal vehicle, accompanying other behaviors of concern that may fit a definition of abuse or neglect.</li> </ul>