



Participation of Minors On Campus Guidelines

Do:

- Maintain the highest standards of personal behavior at all times when interacting with minors.
- Whenever possible, try to have another adult present when you are working with minors in an unsupervised setting. Conduct necessary one-on-one interactions with minors in a public environment where you can be observed.
- Listen to and interact with minors and provide appropriate praise and positive reinforcement.
- Treat all minors in a group consistently and fairly, and with respect and dignity.
- Be friendly with minors within the context of the formal program or activity while maintaining appropriate boundaries.
- Maintain discipline and discourage inappropriate behavior by minors, consulting with your supervisors if you need help with misbehaving youth.
- Be aware of how your actions and intentions might be perceived and could be misinterpreted.
- Consult with other adult supervisors or colleagues when you feel uncertain about a situation.

For Virtual Events, follow all of the above and also make sure to:

- Limit exchange of personal information.
- Maintain reporting requirements (listed below).
- Limit 1v1 interaction within breakout rooms or private chat rooms.
- Consult with your LSP in regards to servers and appropriate UofM application use.



Don't:

- Spend significant time alone with one minor away from the group or conduct private interactions with minors in enclosed spaces or behind closed doors.
- Engage in inappropriate touching or have any physical contact with a minor in private locations.
- Use inappropriate language, tell risqué jokes, or make any sexually suggestive comments around minors, even if minors themselves are doing so.
- Give personal gifts to, or do special favors for, a minor or do things that may be seen as favoring one minor over others.
- Share information with minors about your private life or have informal or purely social contact with minor program participants outside of program activities.
- Strike or hit a minor, or use corporal punishment or other punishment involving physical pain or discomfort.
- Relate to minors as if they were peers, conduct private correspondence or take on the role of “confidant” (outside of a professional counseling relationship).
- Date or become romantically or sexually involved with a minor. Don't show pornography to minors or involve minors in pornographic activities.
- Provide alcohol or drugs to minors or use them in presence of minors.



MANDATORY REPORTING RESPONSIBILITIES: EVERY PERSON HAS AN OBLIGATION TO REPORT CHILD ABUSE

Mandatory reporters of child abuse and neglect.

Tennessee Code Annotated 37-1-403(i)(1) requires all persons to report suspected cases of child abuse or neglect. “Any person who has knowledge of or is called upon to render aid to any child who is suffering from or has sustained any wound, injury, disability, or physical or mental condition, shall report such harm immediately if the harm is of such a nature as to reasonably indicated that it has been caused by brutality abuse, or neglect or that, on basis of available information, reasonably appears to have been caused by brutality, abuse, or neglect.”

What to do if you suspect that a minor has been abused or neglected or is otherwise unsafe.

If you know, suspect, or receive information indicating that a minor has been abused or neglected, or if you have other concerns about a situation involving the safety of minors, follow the procedures below.

Emergencies

In case of an emergency, immediately call University of Memphis’s Police Services emergency number at 901.678.HELP(4357) or 911.

All Other Reports of Known or Suspected Abuse or Neglect of Minors

Anyone participating in a University-run or affiliated program or activity involving minors who knows, suspects, or receives information indicating that a minor has been abused or neglected, or who has other concerns about the safety of minors **MUST** inform University Police Services who will determine appropriate next steps.

Anyone who knows or suspects abuse or neglect of minors may also notify the Memphis Police Department, Shelby County Sheriff’s Office or the Tennessee Child Abuse Hotline at 877-237-0004.

Failure to report abuse is a violation of the law and a Class A misdemeanor, carrying a sentence of up to three months imprisonment, a fine or both. Those who report and “act in good faith” are immune from any civil or criminal charges which may result. The reporter has the right to remain confidential and anonymous.

Questions: If you have any questions about your obligations or what you should do in a situation that makes you uncomfortable, contact University Police Services.