



## **Personal Boundaries for Working with Minors in Winston-Salem State University Programs and Activities**

Winston-Salem State University is committed to the safety and well-being of minors. Employees and volunteers should be positive role models and treat others with respect, courtesy, and dignity. Employees and volunteers must abide by Winston-Salem State University policies, regulations and rules in addition to state and federal law.

As a covered individual working with activities or programs for minors, I hereby agree as follows:

- I will maintain appropriate physical boundaries at all times.
- I will immediately report any reasonable suspicion or knowledge of abuse of a minor to the Division of Social Services, the Winston-Salem State University Police and Public Safety Department.
- I will not touch or speak to a minor in a sexual or other inappropriate manner.
- I will avoid one-on-one interaction with minors, but if unavoidable it will take place in an open, well-illuminated space with windows observable by other program staff, unless the one-on-one interaction is expressly authorized by the program administrator or is being undertaken by a health care provider.
- I will not meet with minors outside of established program locations or outside of established times. Any exceptions require written parental authorization and must include more than one authorized adult or program staff.
- I will not invite minors to my home or other private location or accept their invitations for the same. Any exceptions require authorization by the program administrator and written authorization by a parent/guardian.
- I will not make sexual comments, tell sexual jokes, or allow minors to access sexually explicit materials.
- I will not engage in private communications with minors including communications via text messaging, e-mail, phone, internet chat, on-line games, or other forms of social media unless there is an educational or programmatic purpose and the content of the communication is consistent with the mission of the program. Should communication be necessary, I will include a third program staff member.
- I will not engage or allow minors to engage me in romantic or sexual conversations.
- I will not accept or give gifts to minors without the knowledge of their parents or guardians.
- I will not inflict any physical or emotional abuse on minors to include, but not limited to, striking, humiliating, ridiculing, or degrading minors.
- I will not use, possess, or be under the influence of alcohol or illegal drugs at any time while working with minors.
- I will not provide or knowingly allow minors to possess or consume alcohol, tobacco, or illegal drugs.
- I will not use profanity, vulgarity, or harassing language in the presence of minors at any time.
- I will not provide transportation to minors unless doing so is an acknowledged component of the program. When transporting minors, more than one volunteer or program staff must be present in the vehicle, except when multiple children/teens will be in the vehicle at all times during the transportation.

My signature below confirms that I have read and understand these boundaries. My signature further confirms that I agree to abide by these boundaries. Failure to abide by these boundaries may result in sanctions against me, including but not limited to, termination and/or criminal prosecution.

\_\_\_\_\_  
Print Full Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Program Name