**Rotary D6290**

**STRIVE Youth Protection Policy**

**Mentor Guide**

 7-24-24

This document spells out acceptable and unacceptable interactions between mentors and their STRIVE students. The intent is to foster a positive and safe environment that protects both the STRIVE student and their mentor. Our STRIVE program allows our mentors to make a significant impact in the lives of our STRIVE students. However, our ability to continue to offer this valuable program relies on protecting both our STRIVE students and mentors.

**Physical interactions.** Always get consent by asking the other person if it is okay to engage in any type of physical contact – even to engage in a hug. And remember that consent can be withdrawn at any time. Students should feel comfortable saying no. Understanding what kinds of physical contact are acceptable can foster a positive and safe environment that protects both young people and adults.

**Acceptable physical interactions Unacceptable physical interactions**

**(with consent) (with or without consent)**

* Hugging from the side - Hugging with full body contact
* Patting on the shoulder or back - Kissing on the lips
* Shaking hands - Showing physical expressions of affection in
* Small gestures of approval, such an isolated location

as a hand gesture or clapping of - Sitting on someone’s lap

hands - Wrestling

Carrying someone on your back or shoulders

Tickling

Massages

Offering any form of physical affection that is

unwanted

Touching the bottom, waist, chest, or genital

areas

Making sexual contact of any kind

**Verbal interactions.** Keeping verbal interactions between adults and students appropriate

Is just as important as maintaining appropriate physical boundaries.

**Acceptable verbal interactions Unacceptable Verbal Interactions**

* Positive reinforcement - Calling someone names
* Jokes in general - Adults discussing sexual encounters or their
* Encouragement personal problems with students
* Praise - Adults asking students to keep secret of any

kind

Cursing

Discriminatory or sexual jokes

Shaming or belittling someone

Harsh language that may frighten, threaten or

humiliate students

Making negative remarks about a student or their family, culture, religion, gender identity, sexual orientation or background

Commenting on or complimenting a person’s body or body development

**One-to-one interactions.** When an adult and a student spend time with each other, that can pose both a greater risk of abuse or harassment for the student and a risk of allegations of inappropriate behavior for the mentor. Be especially careful to limit physical contact when you are with a student, to prevent the student or bystanders from misinterpreting your intentions or alleging inappropriate behavior.

**Acceptable individual interactions Unacceptable individual interactions**

* Communicate with multiple. - Harsh, coercive, threatening, intimidating,

participants in a closed group, or use derogatory or humiliating comments

a website or social media page that - Sexual conversations or images

are not visible to the public - Posting inappropriate comments on pictures

When meeting on the school property with a student, the mentor must let the school office know that they are meeting and where they will be meeting. Meetings will take place in locations approved by the school administration. When meeting in a room with the student, the door must remain open.

Mentors are not allowed to transport an individual student. If meeting outside of the school, the meeting must be in a public place with other people present. You would either meet the student at the location or have another adult in the STRIVE program in the car. (Taking two STRIVE student and two mentors would be one acceptable example.)

**Electronic and online interactions.** Communicating with participants by text message, email, social media or personal phone presents new challenges to keep both students and mentors safe. It is very important that electronic communication which raises concern must be immediately reported to HS Administration and to the STRIVE program coordinator(s).

**Guidelines for electronic What to avoid in electronic**

**communication with a student communication with a student**

* Mentors are allowed to exchange - Harsh, coercive, threatening,

messages with a student. - Intimidating, derogatory or humiliating

 comments

Sexual conversations or images

Posting pictures of students on social media sites without parental, STRIVE coordinators and HS Administration approval

Posting inappropriate comments on pictures

**I have read, acknowledge and agree to follow the guidelines spelled out in this document.**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Mentor Name**