



## Behavior Expectations of Rotarians when Working with Youth

Did you know that a remark or a gesture that seems casual to one person or culture could make a student in an unfamiliar environment uncomfortable?

During student orientations and training of member and non-member volunteers, be sure to set and communicate clear expectations about appropriate interactions between adults and youth.

Here are only a few examples.

	ACCEPTABLE	UNACCEPTABLE
<b>PHYSICAL</b>	<i>(with consent, if it's culturally appropriate)</i> <ul style="list-style-type: none"> <li>• Hugging from the side</li> <li>• Patting on the shoulder</li> <li>• Shaking hands</li> </ul>	<i>(with or without consent)</i> <ul style="list-style-type: none"> <li>• Kissing on the lips</li> <li>• Sitting on someone's lap</li> <li>• Offering any affection that is unwanted or occurs in an isolated location</li> <li>• Making sexual contact of any kind</li> </ul>
<b>VERBAL</b>	<ul style="list-style-type: none"> <li>• Making jokes in general</li> <li>• Giving encouragement and praise</li> </ul>	<ul style="list-style-type: none"> <li>• Shaming or belittling someone</li> <li>• Making discriminatory or sexual jokes</li> <li>• Commenting on a person's body</li> <li>• Asking a youth to keep secrets</li> </ul>
<b>ONE-TO-ONE</b>	<ul style="list-style-type: none"> <li>• Meeting in a public place with others present</li> </ul>	<ul style="list-style-type: none"> <li>• Transporting only one young person in a vehicle: Avoid transporting only one young person in the vehicle. Include another adult or youth</li> </ul>
<b>ELECTRONIC</b>	<ul style="list-style-type: none"> <li>• Including another volunteer or the youth's parent on messages</li> <li>• Communicating with several participants together</li> </ul>	<ul style="list-style-type: none"> <li>• Sending private messages to a participant without prior approval</li> <li>• Posting photos of a minor on social media sites without Prior written permission from the minor's parent/guardian</li> <li>• Posting inappropriate comments on pictures</li> </ul>
<b>GIFTS</b>	<ul style="list-style-type: none"> <li>• Giving a gift or reward to an entire group of participants</li> <li>• Presenting an award at an event or in another group setting</li> </ul>	<ul style="list-style-type: none"> <li>• Giving a gift that's secret, sexually oriented, or explicit</li> <li>• Giving an electronic device intended for private communication between an adult and a youth</li> <li>• Supplying alcohol, drugs, pornography, or other illicit items</li> </ul>

When you establish clear guidelines you:

- Create a culture of safety where students feel comfortable speaking up
- Empower students
- Provide learning opportunities for volunteers
- Prepare RYLA staff on how to respond if a youth feels uncomfortable with adults or peers