



CODE OF CONDUCT STANDARDS FOR INTERACTING WITH YOUTH FOR INSTRUCTORS

The Quincy Art Center (Art Center) is concerned with the welfare of youth under 18 (student) attending Classes with the Art Center. Every effort is made to provide a positive environment that fosters the fullest development of each student's potential, both socially and artistically. It is the Art Center's expectation that independent contract instructors ("Instructors") will use positive behavior management as a means of prevention and intervention with students with behavior problems.

Non-Discrimination. Treat all students equitably, i.e. fairly and consistently, regardless of their actions or behavior, sex, gender, sexual orientation, color, religion, culture, place of birth, age, class, ability, health, citizenship, language or other identities protected by federal, state and local law.

Guidelines

- Avoid being alone with a single student where you cannot be observed by other adults.
- Do not use physical punishment or fail to provide necessities of care.
- Do not act in a manner that can be perceived as physical or verbal abuse.
- Do not use abusive or derogatory language with or in front of students.
- Do not discriminate against a student based on their sex, gender, sexual orientation, race, color, region, culture, place of birth, age, class, ability, health, citizenship, language or other protected class.
- Do not give personal gifts to students or their parents, e.g. any item intended to give a youth and/or parent special attention that is not given to others.
- Do not engage in sexual contact of any kind (including any verbal or physical contact that can be perceived as sexual in nature).
- Do not date or become romantically involved with students.
- Do not discuss your own or a student's sex life or sexual activities.
- Do not share sexually explicit material with students.
- Do not have present any material, written or pictorial, that could be considered pornographic or containing inappropriate sexual messages or images.
- Do not give or receive back rubs from students or engage in tickling or teasing with students or sitting in each other's laps.
- Do not promote, proselytize or speak in derogatory terms about any religion or spiritual point of view or lifestyle.

- Do not possess, sell, use or be under the influence of alcohol, or any unprescribed controlled substance (e.g., illegal drugs or misused legal drugs), including cannabis, while instructing class or while on the Art Center property.
- If communication with a student begins or is on-going after class has concluded, the Art Center's expectations regarding appropriate and inappropriate topics of discussion with students are the same as during the class.
- Do not engage in purposeful communication or contact including in-person meetings, phone or other electronic communication including social networking, with student outside of class. Avoid texting or other forms of electronic one-on-one communication with a student.
- Information about students is confidential and must not be shared beyond the scope of one's responsibilities as an Instructor and never with outside organizations or individuals.
- Violation of any federal, state or local laws will be grounds for immediate termination of the independent contract agreement. The Art Center cooperates fully with law enforcement agencies.

I have read the Code of Conduct Standards for Interacting with Youth and I agree to abide by the standards as stated.

I UNDERSTAND THAT VIOLATIONS OF THE STANDARDS FOR INTERACTING WITH YOUTH MAY RESULT IN IMMEDIATE TERMINATION OF THE INDEPENDENT CONTRACTOR AGREEMENT.

Signature

Date