SUPER SPLASHER AQUATICS
Child Abuse Prevention – CODE OF CONDUCT:

It is important to understand what is considered as Appropriate Behavior versus Inappropriate and Prohibited Behavior while working or volunteering at *SUPER SPLASHER AQUATICS*. Sometimes the best intentions can be misunderstood and/or interpreted. In order to protect staff, volunteers and program participants, *SUPER SPLASHER AQUATICS* has instituted this Code of Conduct Policy when working with children.

The following actions are considered to be Appropriate:

Appropriate and Encouraged Interactions
Praise, encouragement, acknowledgement
Rewards available to all who achieve
Asking permission to touch for necessary purposes
Pats on back or shoulder
Side hugs
Handshakes and high fives
Warmth and kindness
Public social media alerts to groups of kids and parents

Staff will portray a positive role model for youth by maintaining an attitude of respect, patience, courtesy, tact and maturity.

The following actions are always prohibited:

- Being alone with a single child where they cannot be observed by others.
- Any physical contact with children unless in an emergency or swim lesson requires you to do so. If this is necessary, then explain to the child what you intend to do before initiating the contact. If a child initiates physical contact such as approaching you for a hug, deflect them if possible and offer a handshake or side hug instead.
- Transporting children in staff or volunteer personal vehicles.
- Being alone with children they meet at pool/swim club outside of pool/club activities. This includes babysitting, sleepovers or inviting children to your home. Any exceptions require written explanation before the fact and are subject to supervisor approval.
- Smoking or use of tobacco in the presence of children or parents during working hours is prohibited.
- Using, possessing, or being under the influence of alcohol or drugs during working hours is prohibited.
- Not respecting children's rights to not be touched in ways that make them feel uncomfortable and their right to say no.

Inappropriate and Prohibited Interactions
Isolated, one on one interactions
Risqué jokes
Profanity
Favoritism
Gift giving to individual children
Frontal hugging
Photographing individual children
Contact outside of program activities
Exchanging personal email or phone numbers
Private interactions though social media, computer or handheld devices

Harmful and Prohibited Interactions
Patting buttocks
Actions or speech that humiliates, threatens, ridicules, degrades or frightens
Corporal punishment of any kind
Touching of personal areas – face, mouth, legs, breasts, stomach, genitals
Intimate, romantic or sexual conduct
Showing pornography or involving youth in pornography

SUPER SPLASHER AQUATICS
swim • safety • fun

If you witness, suspect or something a child tells you leads you to suspect that they are being abused; you are obliged to report it to your supervisor and proper legal authorities including Child Services, Sheriff's Department, or Local Police Department.

I understand that any violation of this Code of Conduct may result in termination.

Employee Signature Date:

Supervisor Signature Date: