

# Code of Conduct

This code of conduct outlines what is considered appropriate interaction between a CEF worker and a minor child. This code should be followed by CEF staff and volunteers.

Appropriate & Encouraged Interactions	Inappropriate & Prohibited Interactions	Harmful & Prohibited Interactions
<ul style="list-style-type: none"><li>• Praise, encouragement, &amp; acknowledgement</li><li>• Rewards available to all who achieve</li><li>• Pats on the back or shoulder</li><li>• Side hugs</li><li>• Handshakes &amp; high-fives</li><li>• Asking a child's permission to help with things like, shoe tying, putting on back packs or outerwear (jackets) &amp; gathering personal effects to take home.</li><li>• Warmth &amp; kindness</li><li>• Public social media alerts to groups of kids &amp; parents through an official CEF operated forum.</li></ul>	<ul style="list-style-type: none"><li>• Isolated one-on-one interactions</li><li>• Risqué jokes</li><li>• Profanity</li><li>• Favoritism</li><li>• Gift giving to individual children</li><li>• Frontal hugging</li><li>• Photographing or video recording individual children without R-32 permission</li><li>• Contact outside of program activities</li><li>• Exchanging of personal email or phone numbers</li><li>• Private interactions through social media, computer, or handheld devices</li></ul>	<ul style="list-style-type: none"><li>• Patting buttocks</li><li>• Lap sitting</li><li>• Actions or speech that humiliates, threatens, ridicules, degrades or frightens.</li><li>• Corporal Punishment of any kind</li><li>• Touching of personal areas; face, mouth, legs, breasts, stomach, genitals.</li><li>• Intimate, romantic or sexual conduct</li><li>• Showing pornography or involving youth in pornography</li></ul>