



FACILITATOR CODE OF ETHICS: PROFESSIONAL BOUNDARIES WHEN WORKING WITH MINORS

1. Facilitators will maintain confidentiality at and after the Diversity Dialogue Day experience (except for mandatory reporting, such as abuse or when individual is a danger to self or others.)
2. Facilitators will exhibit language that is consistent with the Diversity Dialogue Day mission (no disrespectful comments related to race, religion, gender, sexual orientation, ability, age, etc.)
3. Facilitators will obey the law in all aspects of interaction with the program, students, and fellow volunteers.
4. Facilitators will have no physical (sexual, romantic, inappropriate touching) relationships with volunteers or students at or after the Diversity Dialogue Day program.
5. Facilitators will treat all participants equally, avoiding any favoritism and treating everyone with respect at all times.
6. Facilitators will maintain positive, supportive, and healthy mentoring relationships with program participants.
7. Facilitators will abide by the decisions of the Virginia Center for Inclusive Communities before, during, and after the program.
8. Facilitators are prohibited from making use of or reproducing Diversity Dialogue Day curricula or supplementary material for any purpose other than rendering service to the Virginia Center for Inclusive Communities.
9. Facilitators will not be alone with minors in virtual meeting spaces. There should be facilitators of different genders present when meeting with an individual minor. One-on-one interaction in private spaces is prohibited.
10. Will adhere to uniform standards of displaying affection as outlined by VCIC.
11. Will adhere to uniform standards of appropriate verbal interactions as outlined by VCIC.
12. Will not stare at or comment on participants' bodies.



13. Will not use or be under the influence of alcohol or illegal drugs in the presence of participants.
14. Will not have sexually oriented materials, including printed or online pornography, on the program site.
15. Will not engage in inappropriate electronic communication with participants, during or after the program.
16. Will not abuse participants in any way, including (but not limited to) the following:
 - a. Physical abuse: hitting, spanking, shaking, slapping, unnecessary restraints
 - b. Verbal abuse: degrading, threatening, cursing
 - c. Sexual abuse: inappropriate touching, exposing oneself, sexually oriented conversations
 - d. Mental abuse: shaming, humiliation, cruelty
 - e. Neglect: withholding food, water, shelter