

Code of Conduct for Participating in a Youth Program at CU Boulder

Every Participant, together with staff, volunteers, caregivers and guardians, contributes to the success of Youth Programming on our campus. Participants must follow staff and volunteer instructions and raise concerns respectfully, follow all rules and policies established by your program, and the University of Colorado Boulder, and follow all local, state, and federal laws and regulations. We expect that all participants treat each other, staff, and others on the CU Boulder Campus with respect. Use language and behaviors that foster an environment where everyone is welcomed and given the opportunity to succeed. To achieve this, all participants are prohibited from engaging in any of the following behaviors.

Prohibited behaviors include but are not limited to:

- **Abusive Conduct:** Any severe, persistent, or pervasive verbal abuse, threats, intimidation, coercion, or other conduct which has caused a person substantial emotional distress and where the circumstances would cause a reasonable person to suffer substantial emotional distress.
- **Physical Harassment:** No person shall, with intent to harass or annoy another, strike, shove, kick, spit on, or otherwise touch or subject an individual to physical contact.
- **Physical Misconduct:** Any physical force, causing, or that could reasonably cause, bodily harm upon any person including, but not limited to, assault, fighting, brawling, or restraining someone against their will.
- **Drugs and Alcohol:** Possessing or being under the influence of alcohol, tobacco, or drugs not prescribed to the participant for a medical condition.
- **Damage to Property:** Damaging CU Boulder property or property belonging to another. This includes, but is not limited to, graffiti and the alteration of property such that it is temporarily or permanently unusable.
- **Endangerment of Person(s):** Any act that directly or indirectly endangers the health or safety of oneself or another person, regardless of intent.
- **Failure to Comply:** Failing to comply with the direction of CU Boulder officials, or program staff who are performing their duties.
- **Fire Safety:** Violation of local, state, federal, or CU Boulder fire policies including but not limited to: failure to evacuate a CU Boulder-controlled building during a fire alarm; improper use of CU Boulder safety equipment; tampering with or improperly engaging a fire alarm or fire detection equipment while on CU Boulder property; or blocking or barring an exit during an evacuation.
- **Interference, Obstruction, or Disruption of CU Boulder Activity:** Materially and substantially interfering with, obstructing, or disrupting a CU Boulder activity.
- **Obstruction of Peace Officers:** Interfering with, obstructing, or disrupting police, fire response, or medical response. This prohibition includes, but is not limited to, resisting arrest and/or failing to abide by the directions of a peace officer and/or paramedics.
- **Recording:** Use of an electronic or other device to make an audio and/or visual recording of another person (including, but not limited to, photographing, videotaping, filming, or audio recording) without the person's express consent when such recording causes the person to suffer substantial emotional distress and would cause a reasonable person to suffer substantial emotional distress. The storing, sharing, and/or distribution of such records by any means is also prohibited.
- **Theft:** Theft, including but not limited to, possessing property one knows, or reasonably should know, to be stolen, taking property of another without consent or taking property even with an intent to return the property.
- **Threats or Endangerment to Person(s) or Animals:** Threatening the health or safety of another person(s). This includes a verbal or written threat, if: it was a serious expression of an intent to commit an act of unlawful violence to a particular individual, group of individuals, or foreseeable recipient, after taking into consideration the context and totality of the circumstances whether they would reasonably perceive that a serious expression of intent to commit an act of unlawful violence had been made; or its very utterance inflicts injury or tends to incite an immediate breach of the peace. Threatening or endangering the health or safety of an animal(s).
- **Unauthorized Access:** Unauthorized use of, entry into, exit from, or presence on, CU Boulder property, property belonging to another, and/or digital property. This includes, but is not limited to; unauthorized exit or entry through windows, locked doors, construction sites, areas closed to the public, or locked areas of residence halls, such as

balconies. Use of restroom and bathing areas in the residence halls that are not assigned to the participant, unless otherwise instructed by University Employees.

- **Weapons:** As a condition of participating in this program and utilizing campus facilities, possessing firearms, explosives, incendiary devices, ammunition, or other weapons on campus, in a CU Boulder leased building, or other areas where such possession interferes with the learning and working environment, is prohibited. In addition, a harmless instrument designed to look like a firearm, explosive, or dangerous weapon which is used by, or is in the possession of, a person with the intent to cause fear in or assault to another person is expressly included within the meaning of weapon.

What are the consequences if I engage in any of the Prohibited Behaviors?

- Violations of the prohibited behaviors will result in consequences up to or including, immediate dismissal from the program and campus, and notification of other relevant university offices which may include CUPD.
- In cases of discrimination, harassment, sexual misconduct, intimate partner violence and stalking, program staff will make a report to the Office of Institutional Equity and Compliance (OIEC).

As the caregiver/guardian, I will support my child's participation in this program by:

- Reviewing all the prohibited behaviors outlined in the section above and ensuring my participant understands them and the consequences of engaging in those behaviors.
- Working together with program and CU staff to resolve issues that arise with my participant.

Dismissal from Program

The University and its agents have the right to enforce appropriate standards of conduct and may at any time dismiss your participant from the Program for failure to maintain these standards or for any conduct which the University or its agents consider to be incompatible with the interest, harmony, comfort and welfare of other participants or host organizations. If your participant is expelled from the Program or otherwise asked to leave by the University, its agents or partner organizations, they will be sent home at your expense, you are responsible for making arrangements home, and acknowledge that there will be no refund.

Everyone contributes to the success of the program!

Sign below to acknowledge your understanding of and commitment to following this code of conduct.

I understand that my participant may be dismissed from the University of Colorado Boulder Campus without a refund for any rules violation(s) or violation of the CU Boulder Youth Program Code of Conduct at the discretion of University of Colorado Boulder staff.

Participant Name

Date

Participant Signature

Parent/Guardian Signature

Resources:

- Office of Institutional Equity and Compliance (OIEC): 303-492-2127
 - If you have concerns about sexual or protected class harassment or discrimination, please contact OIEC.
- University of Colorado Police Department (CUPD): 303-492-6666
 - If you have concerns about abuse or neglect, please contact CUPD.