

## **Boundary Guidelines For Appropriate Interactions Between YUHS Adults and YUHS Students**

YUHS is committed to ensuring the well-being, safety, and protection of each of its students as well as the adults who work or volunteer at the School. In light of the influence, power and trust inherent in relationships between students and adults who work or volunteer at the School, YUHS believes it is important to set forth guidelines to help define appropriate behavior and conduct to cultivate a safe and positive environment. In addition, YUHS believes it is important that everyone in its community maintain the highest level of professionalism.

The following guidelines, in conjunction with the School's policies on harassment and any other applicable policies, defines appropriate behavior and the appropriate boundaries between students and all YUHS faculty, administration, athletic personnel, and other staff (whether full-time or part-time) and all non-employees working at YUHS (such as employees of contracted service providers, volunteers, and interns) (collectively "YUHS Adults").

1. YUHS Adults should not engage in any type of behavior that might have the appearance of impropriety if observed by others.
2. YUHS Adults should not be alone with a student in a non-public space or a room with a closed door. If the circumstances necessitate the door to be closed because additional privacy is required, the meeting should be in a room with a window in the door that should remain uncovered, and the door to the room should remain unlocked.
3. YUHS Adults should not "hang out" with students outside of the School nor spend an inordinate amount of time "hanging out" with them even inside the School. YUHS Adults should always remember that they are not the students' "friend" and should therefore not be engaging in peer-like behavior with them.
4. YUHS Adults should only email students on their YUHS student email address from the Adult's YUHS email address. YUHS Adults should not email students from any personal (or other non-YUHS) email address that they maintain. (If the YUHS Adult does not have a YUHS email address, then he/she should not email the student.) If a student sends an email to a YUHS Adult to/from a non-YUHS email address, the YUHS Adult must notify his/her supervisor and also send a copy of that email to the supervisor.
5. YUHS Adults may not text or call students on their cell phones except for group texts regarding scheduling and similar matters.
6. YUHS Adults may not interact with students on any social media platforms, including but not limited to Facebook, Twitter, Instagram and Snapchat or from other similar social media connections.
7. YUHS Adults may not discipline students in any physical manner. However, they may engage in physical contact to protect a student from harming himself/herself or another.
8. YUHS Adults may not address students by inappropriate nicknames nor by any name with which the YUHS student is uncomfortable, and should require students to call them by the appropriate title (Rabbi, Mr., Mrs., Ms., Dr., Coach, etc.) followed by their first or last name.

9. YUHS Adults may not lavish attention on a particular student, including giving gifts to only one student. If there is any question about the appropriateness of a gift, the YUHS Adult should seek guidance from his/her supervisor.
10. YUHS Adults may not converse with students about the student's sexual life. YUHS Adults may not reveal details of their own sexual lives or romantic relationships to students.
11. YUHS Adults may not reveal other inappropriate details about their personal lives to students.
12. YUHS Adults may not provide alcohol or drugs, or any sexually explicit material, to a student, nor permit students to drink or use drugs in their presence.
13. YUHS Adults may not have extended physical contact with a student. Any contact should be limited to a supportive or congratulatory quick hug, arm squeeze, or pat on the back. Patting of the buttocks with a hand or object, even in an athletic context, is prohibited. If a student engages in repeated and/or prolonged physical contact with a YUHS Adult, the YUHS Adult in question should clearly and firmly discourage such behavior, and if the contact persists, the YUHS Adult should involve a supervisor to assist him/her in handling the situation.
14. YUHS Adults may not engage in physical horseplay, roughhousing, tickling, or other inappropriate games with a student.
15. YUHS Adults may not direct a student to keep a secret or withhold information from his/her parents or any other YUHS Adult.
16. YUHS Adults should not invite a student to his/her home or visit the student's home, in each case without the presence of the student's parent or guardian. An exception may be made with the prior consent of the student's parent/guardian and the approval of the Head of School for a School-sponsored Shabbaton or other event, provided that the YUHS Adult should not be alone with a student and another adult should be present as well.
17. YUHS Adults may not tutor, babysit or escort to and/or from home any students.
18. YUHS Adults must not allow students to ride in the YUHS Adults' personal cars. However, permissible exceptions may occur when: (1) the YUHS Adult is also the parent of the student; (2) the YUHS Adult drives carpool for their child and their child's friend is a student at YUHS and has obtained permission from that student's parent/guardian; or (3) the YUHS Adult is a parentally-approved emergency contact for the student.
19. During School-sponsored overnights, service-related trips and retreats, YUHS Adults should not be alone with a student in his/her room, should sleep in a separate room, should not invite a student to sleep in their room and should not be inside a student's room when the student is changing or sleeping. If a situation arises during which it becomes necessary for a YUHS Adult to be in a student's room, such as when a student is sick, the YUHS Adult should ensure that another YUHS Adult is made aware of the situation.

20. During School-sponsored overnights, service-related trips and retreats, YUHS Adults may waken students by loudly knocking on their doors or calling out to them but should not awaken them by making physical contact. In the event of a medical emergency or if the YUHS Adult on duty suspects ingestion of drugs or alcohol, this condition may be waived.
21. YUHS Adults should not appear unclothed or in their underwear in front of students. Thus, on School-sponsored overnights, service-related trips and retreats, YUHS Adults should not walk around outside of their sleeping quarters unclothed or in their underwear. In addition, in the athletic context, YUHS Adults may not shower or change in locker rooms, classrooms or other areas when students are present.
22. YUHS Adults should avoid being in showers, locker rooms, classrooms or other areas when a student is undressed. If a YUHS Adult must enter the shower, locker room area, classroom or other area where a student may be undressed, the YUHS Adult must first announce themselves.

### **Reporting Obligation**

All YUHS Adults **must** immediately report any and all violations or suspected violations of these Boundary Guidelines to the Head of School (or the YU Office of the General Counsel if the allegation involves the Head of School). This is the case whether the YUHS Adult observes the behavior themselves, suspects that the behavior occurred or is occurring, or hears about such behavior from a third party. Oftentimes, boundaries are crossed inadvertently and require nothing more than a reminder to the offender to maintain such a boundary in the future. At other times, however, the crossing of a boundary may be indicative of a more serious problem and/or an inappropriate relationship. As a result, it is incumbent upon all YUHS Adults that any potential violation of these Boundary Guidelines be immediately reported.

These Boundary Guidelines are not applicable if the YUHS Adult is the parent/grandparent, guardian, or sibling of the student in question. However, all YUHS Adults must remain mindful of their interaction with any student, even their own child(ren), other family members, friends of their own child(ren) or child(ren) of their friends, in and out of School. Those YUHS Adults with family members in attendance at the School should reach out to the Head of School with any questions regarding these Boundary Guidelines.

Finally, it should be acknowledged that there may be exceptional circumstances in which it would not be inappropriate to cross one of these Boundary Guidelines. Should any YUHS Adult ever feel that a situation has arisen that calls for or justifies deviation from these Boundary Guidelines, he/she should bring it to the attention of the Head of School and obtain permission to proceed under modified guidelines.