



<b>Policy Name:</b>	Code of Conduct Regarding Minors		
<b>Associated Form(s):</b>	N/A	<b>Policy Number:</b>	2022-21
<b>Reviewed:</b>	Non-Academic Policy Review Committee	<b>Approved:</b>	September 28, 2022
<b>Approval Authority:</b>	President <i>Timothy L. Hall</i>	<b>Adopted:</b>	October 5, 2022
<b>Responsible Executive(s):</b>	1) Provost 2) Vice President of Operations and Facilities	<b>Revised:</b>	N/A
<b>Responsible Office(s):</b>	1) Provost 2) Facilities	<b>Contact(s):</b>	1) Associate Provost 2) Director of Facilities

## **I. Introduction**

Mercy College is committed to protecting the safety and well-being of minors who participate in programs and activities held at or sponsored by the College, including but not limited to camps and academic programs. All community members are responsible for complying with this Code of Conduct Regarding Minors.

Members of the College Community taking part in programs related to Mercy, as well as non-Mercy related programs on campus, such as camps, shall not:

1. Engage in one-on-one contact with a minor in a closed/private area without the presence of at least one other adult member of the College, parent or legal guardian;
2. Engage in sexual activity with a minor;
3. Make sexual comments or tell jokes of a sexual nature to or in the presence of a minor;
4. Touch a minor in a manner that could be reasonably interpreted as inappropriate;
5. Engage in conversations regarding romantic, sexual or related matters unless in the role of a provider of health care or counseling, or faculty academically addressing materials of a sexual nature as part of a course, training, or classroom experience (i.e., consistent with academic freedom);
6. Engage in communications with a minor through any method – email, text message, telephone, social media, etc. – outside of academic or programmatic need;
7. Use, possess, or be under the influence of drugs or alcohol while on duty or responsible for a minor's welfare;
8. Engage in any other behavior prohibited under applicable College policy;
9. Leave minors without proper supervision; or
10. Otherwise abuse or neglect a minor.

Members of the College Community taking part in any programs (Mercy-related or otherwise) on campus shall:

1. Watch for and report any of the above-listed behavior;
2. Maintain high standards of personal behavior when working with minors;
3. Treat all minors consistently and with respect;
4. Maintain discipline and discourage inappropriate behavior; and
5. Consult with the appropriate person(s) of authority when uncertain about a situation involving a Minor.

## **II. Reporting**

Members of the Mercy College community who interact with, supervise, chaperone, or otherwise oversee minors in programs or activities at Mercy or sponsored by Mercy are required to report

immediately to the New York State Maltreatment Hotline at 1-800-342-3720 if they have reasonable cause to suspect abuse or maltreatment of individuals under the age of 18. If anyone other than New York State mandated reporters has reasonable cause to believe that a minor is being or has been abused or maltreated on campus, they should notify either the Title IX Coordinator or the Office of Campus Safety. If any community member witnesses child abuse while it is happening, they shall immediately call 911.