### Romantic Relationships Between Adults (Teachers & Mentors)

**A youth event is not the place to begin a romantic relationship**, even though all our staff are adults. If you feel a romance beginning while here, please hold off until you’re away from this event.

**Sexual activity** **isn’t allowed while supervising children or youth at a church event** even between married couples.

#### Avoiding Sexual Harassment

Sexual Harassment can be any verbal, non-verbal, or physical activity of a sexual nature **that makes the recipient feel uncomfortable or threatened.**

**Sexual Harassment includes but is not limited to:**

* sexual-oriented humor or language
* questions or comments about sexual behavior or preference unrelated to employment qualifications
* undesired physical contact
* inappropriate comments about clothing or physical appearance
* repeated requests for social engagements

**Examples of Sexual Harassment**

Depending upon all circumstances, the following may constitute sexual harassment: This is only a partial list of possible examples.

**Verbal Harassment:**

* sexual language or comments - explicit or innuendo
* using nicknames with sexual connotations (hottie, babe, stud, etc.)
* telling sexual jokes or stories
* spreading rumors, talking, or asking questions about a person’s sex life
* sexual comments about a person’s anatomy or clothing

**Non-Verbal Harassment:**

* staring at someone
* facial expressions (winking, throwing kisses, etc.)
* displaying sexually suggestive visual materials such as calendars of nude, semi-nude, and/or provocatively posed females or males.
* making sexual gestures with hands or body movements

**Physical Harassment:**

* an unwanted massage of shoulders, back, or neck
* touching hair, clothing, or body
* brushing up against someone
* prolonged hugs, especially with hands moving down the back, or pelvic contact

#### When is it Sexual Harassment?

**Determining YOUR Behavior:**

* Would you say/do the same if your spouse, significant other, or parents were nearby? Would you act this way in front of the Bishop?
* Would you feel comfortable if your comments or behavior were reported on the front page of the newsletter, Facebook page, or the local paper?
* Would you be satisfied if the same behavior or comments were directed at you or someone you care about?

**Determining ANOTHER’S Behavior:**

* How would the alleged “harasser” respond to the previous questions?
* Is the behavior unwelcome and personally directed?

**REMEMBER**: offensive, insulting, and/or hurtful behavior or comments may be considered harassment regardless of the intention of the actor...even if the receiver seems to be “going along” with the behavior.