

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.