



## STANDARD: ABOVE SUSPICION POLICY

# PURPOSE: To ensure that WVU behavior expectations are followed in accordance with Title 49, 'Children on Campus' now Board of governance Rule 1.7 (Rule on Child Protection)

- Rule of 3 (Two Deep Leadership): Strict adherence to the "Rule of 3" or Two Deep leadership by all adults in their interactions with children is the primary way that faculty, staff, and volunteers actively and fully demonstrate compliance with the Above Suspicion Policy. Effective immediately, the WVUES Rule of 3 (Two Deep Leadership) indicates that TWO ADULTS MUST BE PRESENT AT ALL TIMES when children are present. This represents a change from the previous standard that stated that any combination of three persons (i.e., 1 adult with 2 youth) provides adequate protection for both children and adults.
  - a. Situations where One-on-One interaction is the only option: If a staff member, Extension personnel, or 4-H volunteer is in the situation where they are alone or have to speak with a child alone, ensure that it is in a place where you can be seen by several individuals. Never place yourself in the situation where you are alone with a child and there is no one else around to witness your interaction with the young person. Meet in open, well illuminated spaces or rooms with windows observable by other adults from the program—unless the one-on-one interaction is expressly authorized by the program director, dean, or department chairperson or is being undertaken by a health care provider.
- 2. Never meet with program children outside of established times for program activities.
- 3. Behavior: As a program staff member, you should avoid behaviors that could cause harm or be misinterpreted:

### Do Not:

- a. Engage in any sexual activity with children.
- b. Do not make sexual comments to children.
- c. Tell sexual jokes to children.
- d. Share sexually explicit material with children (or assist in any way to provide access to such material).

Cooperative Extension Service WVU is and EEO/Affirmative Action Institution – Minority/Female/Disability/Veteran

Programs and activities offered by the West Virginia University Extension Service are available to all persons without regard to race, color, sex, disability, religion, age, veteran status, political beliefs, sexual orientation, national origin, and marital or family status.

#### 4. Your Home:

#### Do Not:

a. Invite individual children to your home.

Any exceptions require authorization by the program director and written authorization by a parent or guardian.

5. Communications:

#### Do Not:

- a. Engage or allow minors to engage you in romantic or sexual conversations or related matters, unless required in the role of resident advisors, counselors or health care providers.
- b. Engage or communicate with minors through email, text messages, social networking websites, internet chat rooms or other forms of social media at any time, except and unless, there is educational or programmatic purpose and the content of the communication is consistent with the mission of the program and university.