

Code of Conduct While Interacting With Minors

Reid Cashman Camps, LLC/ Lone Pine Hockey Academy

I will:

I promise to follow the rules and guidelines in this Code of Conduct while interacting with minors who participate in-person or remotely online in **Reid Cashman Camps, LLC/ Lone Pine Hockey Academy** programs. I further acknowledge and affirm that I will comply with all applicable **Reid Cashman Camps, LLC/ Lone Pine Hockey Academy** policies, including but not limited to the Sexual and Gender-Based Misconduct Policy.

I understand that as a person who interacts with minors under the auspices of **Reid Cashman Camps, LLC/ Lone Pine Hockey Academy**, I may be required to undergo a criminal history background check. The results must be acceptable to **Reid Cashman Camps, LLC/ Lone Pine Hockey Academy** for the purposes of interacting with minors.

If I am required to be alone in-person or online with a minor in a qualifying Youth Skills Program/Camp, I will undergo a background check prior to doing so, or will ask another adult who has already undergone a recent background check and is an Authorized Adult to join me.

I will communicate with minors electronically via electronic mail or video conference (such as Zoom or similar service), on which I will copy designated Parents/Guardians of those minors at all times, and I will not privately message or contact any minor without copying/inviting their Parents/Guardians or receiving parental/guardian consent in advance.

I will maintain appropriate physical boundaries at all times.

I will treat everyone with respect, loyalty, patience, integrity, courtesy and dignity.

I will use positive reinforcement rather than criticism or comparison when working with minors.

I will not:

I will not attempt to engage in private chat features through **Reid Cashman Camps, LLC/ Lone Pine Hockey Academy** online programs or engage in private communications with minors in any medium, except for pre-approved interviews conducted by video conference on which I will copy or invite designated Parents/Guardians of those Minors.

I will not touch or speak to a minor (or minors) in a sexual or other inappropriate manner.

I will not use, possess, or be under the influence of tobacco, alcohol or illegal drugs at any time while working with minors.

I will not provide transportation to a minor (or minors) unless doing so is an acknowledged component of a program and within the scope of my responsibilities within that program.

I will not accept or give gifts to minors without the knowledge of their parents or guardians.

I will not use profanity in the presence of children and/or youth at any time.

Obligation to Report Possible Abuse or Neglect of a Minor:

I understand every person, including me, has an obligation to report suspected child abuse under New Hampshire law.

Under NH State RSA 169-C:29-31 anyone, including all **Reid Cashman Camps, LLC/ Lone Pine Hockey Academy**

employees, students and volunteers, who has reason to suspect a child under the age of 18 has been abused, including sexual abuse(2), or neglect, must report that suspicion to the NH Child Protection Services(3) at 800-894-5533 (when calling from in state) or 603-271-6562 (when calling from out of state). For immediate emergencies call 911.

I will comply with the mandatory reporting regulations of the State of New Hampshire. I understand that failure to report suspected child abuse to New Hampshire authorities is against the law.

After notifying New Hampshire authorities, I understand that it is also my obligation to notify **Reid Cashman Camps, LLC/ Lone Pine Hockey Academy** officials as well.

Individuals making reports in good faith will be protected from liability.

I will cooperate fully in any investigation of abuse of children and/or youth.

Footnotes:

(1) An "Authorized Adult" is any adult, college student, staff member, or volunteer who is working directly with minors and who has undergone a criminal background check within the current calendar year and with results acceptable under New Hampshire law.

(2) "Child sexual abuse" as defined by the New Hampshire Statute NH RSA 169-C:3.

(3) Depending on the direction provided by New Hampshire authorities, you may be advised to information Child Protective Services in other states.

My signature confirms that I have read this Code of Conduct and that any action inconsistent with this Code of Conduct or any Dartmouth College policy may result in disciplinary action, including expulsion or termination of employment from Reid Cashman Camps, LLC/ Lone Pine Hockey Academy

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Signatory information:

Full name:

Email address:

Signed on: