

The Math Movement | Code of Conduct

While it is important to remember that everyone is equal in our value as human beings, as part of **The Math Movement** each individual will have a different role to help the group reach its goal of creating a learning community built on caring for kids. The roles in **The Math Movement** lead to an organizational structure and a set of practices that allow us to achieve a balance between living in a world where no one tells anyone else what to do, but where we are still able to run a math camp for middle and high school students.

The Math Movement's Code of Conduct for students and Teaching Assistants (TAs) draws heavily from [the Math Corps](#). Some text from **The Math Movement's** Senior Staff Code of Conduct and Child Protection Policy is taken from [CARE Australia's Child Protection Policy](#) and the Milton Keynes Safeguarding Children Board's [Code of Conduct for Volunteers Working with Children and Young People](#). [CARE](#) has taken a leading role in setting standards of behavior and accountability mechanisms in the humanitarian sphere, and the Milton Keynes Safeguarding Children Board is [a group in the United Kingdom](#) dedicated to developing policies and procedures for safeguarding and promoting the welfare of children. Our social media policies are largely drawn from the policies of [Camp and Retreat Ministries for the Dakotas and Minnesota Conferences of the United Methodist Church's](#) policies and related discussions from [the American Camp Association](#).

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This document is constantly evolving. This version is from May 13, 2022, and the most recent version is [here](#). The opinions expressed are those of the author and do not necessarily represent views of the Federal Reserve Bank of Cleveland or the Board of Governors of the Federal Reserve System.

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Students (7s, 8s, and 9s)

1. I will stay safe and never engage in violence.
2. I will strive to bring out the best in myself, both academically and socially.

I understand that by agreeing to the simple code of conduct above I am committing myself to a high standard of behavior. I understand, for example, that it will not be tolerated if I engage in violent behavior even as a form of “play.” I also understand that many “innocuous” forms of behavior will be the grounds for dismissal, including even one unexcused absence or one missed homework assignment.

Printed Name

Signature

Date

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Teaching Assistants (TAs)

1. I will stay safe and never engage in violence.
2. I will strive to bring out the best in myself, both academically and socially.
3. I will always work on behalf of our students.
4. I will complete the tasks specified in my job description like attending daily meetings with my team's CI and contributing to daily debriefings with all TAs.

I understand that by agreeing to the simple code of conduct above I am committing myself to a high standard of behavior. I understand, for example, that it will not be tolerated if I engage in violent behavior even as a form of "play." I also understand that many "innocuous" forms of behavior will be the grounds for dismissal. This includes, but is not limited to, showing up late unexcused to even one meeting, not preparing for one day of instruction with my students, or missing just one of my own homework assignments. I understand that in order for my students to learn, in my direct teaching role I will need to complete the work assigned to me in a timely fashion. I understand that in order to create a different kind of environment for our students, I will need to always remember that I am serving as a role model for our students, and I will act accordingly.

Printed Name

Signature

Date

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Senior Staff

1. I will do everything in my power to keep our kids safe.

This means that I will have carefully read and agreed to:

1.1. The Math Movement Child Protection Procedures.

This means that I will neither engage in nor tolerate:

- 1.2. physical violence, even if in the form of “play.”
- 1.3. psychological violence, also known as bullying.
- 1.4. behavior that frightens, embarrasses, or demoralizes a student or affects their self-esteem.
- 1.5. spending time alone with children out of sight of others.
- 1.6. doing things of a personal nature for children that they can do for themselves.
- 1.7. any form of inappropriate touching or physical abuse.
- 1.8. making sexually suggestive comments to a child, even as a joke.
- 1.9. take pictures or videos of students without permission from parents.
- 1.10. transporting a child alone unless following an agreed procedure with agreed safeguards in place.

This also means that I will not abuse my position of trust:

- 1.11. At all times I will understand and remember that as a senior staff member I am in a position of trust, and my behavior towards students and junior staff will reflect this understanding. Sexual relationships with anyone under the age of 18 in my care will be treated as an abuse of trust and dealt with through our child protection procedures.
- 1.12. Following The Math Movement Child Protection Procedures, concerns raised by students will be promptly addressed. I will not allow allegations made by a child to go unrecorded, ignored, or unaddressed.

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Senior Staff (Continued)

2. I will do everything in my power to create a beautiful environment for our kids.

This means that I commit to:

- 2.1. prioritize our students' safety, happiness, and growth.
- 2.2. treat all others with respect and dignity, regardless of whether they are students, staff, or just visiting one of our programs.
- 2.3. cooperate fully with other staff members. I will always try to lift up others and will never try to push others down.
- 2.4. serving as a role model for **The Math Movement** values. I will demonstrate integrity, truthfulness, dedication and honesty in my actions.

Printed Name

Signature

Date

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Child Protection Procedures

1. Preventing Abuse

- 1.1. All staff will be expected to sign and adhere to a Code of Conduct that includes these Child Protection Procedures.
- 1.2. Criminal record checks will be conducted for all staff: All staff members will be asked to sign an authority for a criminal record check.
- 1.3. Staff will be aware of mandatory reporting laws ([link 1](#) and [link 2](#)) and aware of signs of abuse ([link 1](#))
 - 1.3.1. Abuse or neglect shall immediately be reported to authorities by contacting CWRU Division of Public Safety (24-hour number is (216)368-3333); you may remain anonymous.
 - 1.3.2. This number is posted in our senior staff room and senior staff will be given the number during training.

2. Responding to Abuse: Documenting Allegations

- 2.1. **The Math Movement** will ensure that staff and others are clear what steps to take where concerns arise regarding the safety of children.
- 2.2. It is mandatory for any allegation, belief or suspicion of sexual or physical abuse (past or present) by a **Math Movement** employee, volunteer, or otherwise-affiliated individual be reported immediately to a site Director.
- 2.3. If a child reports an incident, the child/young person **must** be taken seriously and listened to carefully. Once an allegation is made there should be an immediate response that protects the child from further potential abuse or victimisation. Unless some extremely rare circumstance makes it inappropriate, the family of the student should be informed of the allegation and the action proposed, and they should also be consulted where possible as to the process to be followed.
- 2.4. The incident should be documented immediately (within a period of 24 hours of the disclosure). The site Directors needs to have fully documented the allegation, including the time, place, witnesses. This report will possibly be used in court if charges are forthcoming.

3. Responding to Abuse: Taking Action

- 3.1. The alleged perpetrator will be distanced from the individual(s) in question. The best interests of the student may warrant the standing down of a staff member or volunteer while an investigation commences. Staff members stood down receive full pay and are entitled to a just process that does not pre-suppose guilt or innocence. The allegations should not be discussed or communicated to other people until such have been considered and a decision made by management. The decision made should be documented and filed.
- 3.2. Confidentiality is to be maintained. Confidentiality is crucial to a fair and effective reporting procedure. It is unacceptable and potentially defamatory for concerns of child abuse (and abusers) to be spread throughout the organization rather than being directed through a formal complaints process. All participants must understand the importance of following the set reporting lines when concerns arise. Confidentiality protects the child, the notifier, the respondent and the organization, and ensures a fair and proper process.
- 3.3. The site Directors will together determine the appropriate reporting requirements – especially with respect to legal authorities – and record the report. Physical and/or sexual abuse of a child is a crime. Directors will be required to notify authorities when there are reasonable grounds for reporting abuse.
- 3.4. **The Math Movement** will not tolerate any form of coercion, intimidation, reprisal or retaliation against any employee who reports any form of abuse or exploitation, provides any information or other assistance in an investigation.

4. Defining Abuse

A. Abuse

Committing or coercing another person to commit an act or acts of physical abuse, emotional abuse, neglect, sexual abuse, grooming, or online grooming

B. Physical abuse

Physical abuse occurs when a person purposefully injures or threatens to injure another person. This may take the form of slapping, punching, shaking, kicking, burning, shoving or grabbing. The injury may take the form of bruises, cuts, burns or fractures.

C. Emotional abuse

Emotional abuse is a responsible adult's inappropriate verbal or symbolic acts toward a child or a pattern of failure over time to provide a child with adequate non-physical nurture and emotional availability. Such acts have a high probability of damaging a child's self-esteem or social competence.

D. Neglect

Neglect is the failure by a parent or caregiver to provide a child (where they are

in a position to do so) with the conditions that are culturally accepted as being essential for their physical and emotional development and well-being.

E. Child sexual abuse

Sexual abuse is when a child or young person is used by an older or bigger child, adolescent or adult for his or her own sexual stimulation or gratification, or economic gain. Sexual abuse involves contact and non-contact activities which encompasses all forms of sexual activity involving children, including exposing children to pornographic images, or taking pornographic photographs of children.

F. Grooming

Grooming generally refers to behaviour that makes it easier for an offender to procure a child for sexual activity. It often involves the act of building the trust of children and/or their carers to gain access to children in order to sexually abuse them. For example, by encouraging romantic feelings or exposing the child to sexual concepts through pornography.

G. Online grooming

Online grooming is the act of sending an electronic message with indecent content to a recipient who the sender believes to be under 18 years of age, with the intention of procuring the recipient to engage in or submit to sexual activity with another person, including but not necessarily the sender.

5. Social Media Policy

5.1. Senior staff will neither initiate nor accept linkages via social media with campers or TAs under the age of 18.

5.2. The Math Movement strongly discourages our senior staff from communicating directly with campers or TAs via phone, email, or social media. Whatever occurs between senior staff and campers or TAs while attending events on-site needs to be done out in broad daylight in the company of other adults. Similarly, whatever electronic communication takes place between senior staff and campers should be done in a way that allows other adults access to what is shared. This is for the safety and protection of staff as well as for the safety and well-being of our campers. If the camper is under 18 years of age, The Math Movement strongly recommends that staff and volunteers do not communicate with campers privately unless arrangements have been made and approved by the camper's parents/guardians and The Math Movement Director. This also applies when campers under the age of 18 initiate contact with staff. Inappropriate communications with campers is grounds for dismissal.

- Note: This policy pulls direct quotes from [DK/MN UMC Camps Policies](#).
- Note: See also this summary of issues related to social media use from [the American Camp Association](#).