

## Examples of Prohibited Behavior in Extension Programming

**Bullying:** An intentional, persistent, and repeated pattern of physical and/or non-physical behaviors that are intended to or have the reasonable potential to cause fear, humiliation, or physical harm in an attempt to socially exclude, diminish, or isolate. Bullying is unwelcome behavior pervasive or severe enough that a reasonable person would find it hostile and/or intimidating.

**Child abuse:** Abuse of a child can include a wide range of behaviors from physical abuse, to sexual contact or exploitation, to manufacture of methamphetamines with a child present. Chapter 48 of the Wisconsin Statutes provides details of crimes against children.

**Child sexual abuse:** Includes, but is not limited to, sexual intercourse or sexual touching of a child, recording or displaying a child engaged in sexually explicit conduct, sexual exploitation, exposing of genitalia, forced viewing or listening to sexual activity, or permitting, allowing or encouraging a child to engage in prostitution. Romantic or sexual relationships between employees, contractors, or volunteers and youth program participants are strictly prohibited.

**Discrimination:** Unjust or prejudicial treatment of different categories of people. The following are the specific bases upon which discrimination is prohibited by the University of Wisconsin-Madison for visitors and program participants in University activities: age; ancestry; color; creed; disability; national origin; race; retaliation for making a complaint of discrimination, or taking part in an investigation relating to discrimination, or opposing discrimination; sex; and sexual orientation (<https://compliance.wisc.edu/eo-complaint/>). Discrimination based on gender or gender orientation is also prohibited.

**Emotional abuse:** A pattern of deliberate, non-contact behavior that causes emotional or psychological harm. Signs of emotional abuse include low self-esteem, self-denigration, aggression, withdrawal, and severe depression or anxiety.

**Grooming:** An observable pattern of behavior that is designed to draw a minor into a sexual relationship. Grooming behaviors often result in youth being more isolated, more dependent, more likely to trust the groomer, and more vulnerable to abusive behavior. Examples of grooming behavior can include touching behaviors, giving gifts, paying an excessive amount of attention to a youth, or emotional manipulation.

**Harassment:** A repeated pattern of behavior that is intended to harass or intimidate another person. Harassment may include, but is not limited to, verbal or physical assaults, threats, slurs, or derogatory or offensive comments.

**Hazing:** Any activity that is expected of someone joining or participating in a group where that activity humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate.

**Indecent Exposure:** Under no circumstances shall an authorized adult intentionally expose his or her breasts, buttocks, groin, or genitals to a youth program participant or vulnerable adult. In addition, authorized adults shall not shower, bathe, or undress with or in the presence of unrelated youth program participants or vulnerable adults.

**Neglect:** When a parent/guardian or caregiver fails, refuses, or is unable for reasons other than poverty to provide necessary care, food, clothing, medical or dental care, or shelter, which seriously endangers the physical health of the child or other member of a vulnerable population.

**Physical abuse:** Physical injury inflicted by other than accidental means. Physical injury includes lacerations, fractured bones, burns, internal injuries, severe or frequent bruising or bodily harm. It also includes, but is not limited to, recommending against or denying adequate hydration, nutrition, medical attention, or sleep.

**Sexual Assault:** Sexual contact or sexual intercourse with another person without the consent of that person, as defined by §940.225, Wis. Stats.

**Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational experience or their participation in a University program or activity; (2) submission to or rejection of such conduct by an individual is used as the basis for employment, academic, or program-related decisions affecting such an individual; or (3) creates a hostile environment.