



ROC YOUTH COMMUNITY ENGAGEMENT FOUNDATION LLC

Staff Professional Boundaries Policy

Effective Date: 01/01/2026

Purpose

The Staff Professional Boundaries Policy establishes expectations for appropriate relationships between staff, volunteers, youth participants, and families served by ROC Youth Community Engagement.

Maintaining professional boundaries protects youth safety and ensures ethical and effective service delivery.

Professional Relationships with Youth

Staff interactions with youth must remain professional at all times.

Staff must:

- treat youth with respect and dignity
- maintain appropriate emotional boundaries
- prioritize the youth's well-being
- avoid favoritism or preferential treatment

Staff should serve as mentors and advocates without becoming personally involved in ways that could compromise professional judgment.

Prohibited Relationships

Staff may not engage in relationships with youth that are romantic, sexual, or otherwise inappropriate.

This prohibition applies regardless of the youth's age if the relationship began during program involvement.

Staff must avoid situations that could create conflicts of interest or exploit the trust of youth participants.

Communication Boundaries

Staff communication with youth should occur through appropriate and professional channels.

REVISED: 03.23.2026



ROC YOUTH COMMUNITY ENGAGEMENT FOUNDATION LLC

Staff Professional Boundaries Policy

Examples include:

- program meetings
- supervised events
- official communication platforms
- scheduled phone calls or check-ins related to services

Staff should avoid excessive personal communication with youth outside program-related purposes.

Social Media Boundaries

Staff should use caution when interacting with youth through social media platforms.

Staff should not:

- engage in private messaging with youth without program context
- share confidential information online
- post identifying information about youth without consent

Professional conduct must be maintained across all online platforms.

Gifts and Financial Relationships

Staff should avoid financial relationships with youth or families, including:

- lending money
- accepting expensive gifts
- entering business relationships

Small tokens of appreciation may be accepted when appropriate but should never influence service decisions.

Reporting Boundary Concerns

Staff who observe potential boundary violations must report concerns to organizational leadership.



ROC YOUTH COMMUNITY ENGAGEMENT FOUNDATION LLC

Staff Professional Boundaries Policy

Maintaining ethical standards is the responsibility of all staff members.

Commitment to Ethical Service

RYCE staff are trusted advocates and mentors for youth and families. Maintaining strong professional boundaries ensures that relationships remain safe, respectful, and focused on the well-being of those served.