

Summer Experiences Code of Conduct for Staff

By deciding to work for Washington University in St. Louis Summer Experiences, you commit yourself to maintaining the highest academic and social standards. As a member of the Summer Experiences community, you are expected to make a positive contribution to the program by acting responsibly and by respecting the rights of students, faculty, and staff. Please read the following expectations carefully.

1. Washington University encourages and gives full consideration to all applicants for admission, financial aid, and employment. The University does not discriminate in access to, or treatment or employment in, its programs and activities on the basis of race, color, age, religion, sex, sexual orientation, gender identity or expression, national origin, veteran status, disability or genetic information. It is our expectation that our staff members do not discriminate or harass others on such bases as well.
2. Staff should conduct themselves in a responsible manner, with respect for the rights and property of others, and abide by all applicable federal, state, and city laws, as well as campus rules and regulations.
3. Staff will complete a background check, online minors training, participate in staff training, and follow additional guidelines when working with minors as outlined by the staff manual and the Washington University [Youth Protection Policy](#).
4. The following are grounds for immediate dismissal and may also expose you to criminal prosecution by state or federal authorities:
 - a. consumption, use, possession, or being under the influence of alcohol in residence hall;
 - b. consumption, use, possession, or being under the influence of unlawful drugs at any point during employment;
 - c. providing alcohol or drugs of any kind to students;
 - d. possession or use of weapons as defined by Washington University's [Weapons, Explosives, and Fireworks Policy](#);
 - e. sexual misconduct with a student, faculty, or staff member;
 - f. physical altercations, verbal abuse, or bullying of any kind with a student, faculty, or staff member.
5. If there is suspicion of consumption, use, procurement, or possession of alcohol, unlawful drugs, weapons, explosives, or fireworks in the residence hall a room check will occur in the presence of Washington University police and personnel. Posts or photographs on social media are considered grounds for suspicion.
6. Romantic relationships between staff members and students are strictly prohibited.
7. Any non-program staff visiting the residence halls must be accompanied at all times by a program staff member.
8. Only staff and students are permitted to live or spend the night in the residence hall. All non-program participants are to be out of the building by curfew and under no circumstances may they spend the night.
9. Washington University prohibits smoking or the use of any tobacco products anywhere on campus. This includes the residence halls.
10. Any damage to Washington University property or the private property of others will be repaired at the expense of the staff member responsible for that damage.