

## Volunteer Code of Conduct

1. The volunteer shall never leave the child unsupervised.
2. Restroom supervision: The volunteer will check restrooms that will be used during their program or activity before allowing children to use the facilities.
3. The volunteers should conduct or supervise private activities in pairs and/or position themselves so they are visible to others if feasible.
4. The volunteer shall not abuse children including:
  - Physical abuse - strike, spank, shake, slap
  - Verbal abuse - humiliate, degrade, threaten
  - Sexual abuse – inappropriate touch or verbal exchange
  - Mental abuse – shaming, withholding of love, cruelty
  - Neglect – withholding food, water, basic care
5. The volunteer must use positive techniques of guidance, including redirection, positive reinforcement and encouragement rather than comparison and criticism. Volunteer will have age appropriate expectations and set up guidelines and environments that minimize the need for discipline. Physical restraint is used only in pre-determined situations (necessary to protect the child or other children from harm), is only administered in a prescribed manner, must be documented in writing and staff program administrator must be notified immediately.
6. The volunteer will conduct a visual health check of each child, each day, as they enter the program/activity noting any fever, bumps, burns, etc... Anything out of the ordinary should be reported to the staff person for appropriate reaction.
7. The volunteer will respond to children with respect and consideration and treat all children equally regardless of sex, race, religion, culture.
8. The volunteer will respect children's right to not be touched in ways that make them feel uncomfortable, and their right to say no. Other than the administration of basic first aid/emergency treatment, children are not to be touched on areas of their bodies that would be covered by a bathing suit.
9. The volunteer must appear clean, neat, and appropriately attired.
10. Using, possessing, or being under the influence of alcohol or illegal drugs during scheduled volunteer hours is prohibited.
11. Smoking or use of tobacco in the presence of children or parents during scheduled volunteer hours is prohibited.
12. Profanity, inappropriate jokes, sharing of intimate details of one's personal life, and any kind of harassment in the presence of children or parents during scheduled volunteer hours is prohibited.
13. The volunteer must be free of physical and psychological conditions that might adversely affect children's physical or mental health. If in doubt, and expert opinion may be required for the volunteer to continue his/her service in a specific program.
14. A volunteer is expected to portray a positive role model for youth by maintaining an attitude of respect, patience, courtesy, tact, and maturity.

I UNDERSTAND THAT ANY VIOLATION OF THIS CODE OF CONDUCT MAY RESULT IN THE TERMINATION OF MY VOLUNTEER DUTIES.

Volunteer Signature \_\_\_\_\_

Date \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Supervisor Signature \_\_\_\_\_

Date \_\_\_\_ / \_\_\_\_ / \_\_\_\_