



## Standards of Conduct Policy

The standards listed below describe, in general terms, conduct expected of all Serve Our Youth Network volunteers and staff. In abiding by these standards, it is expected that volunteers will view their obligations in as wide a context as the situation requires and choose a course of action consistent with the intent and spirit of these standards.

All volunteers and staff shall:

1. Maintain a level of behavior which promotes:
  - a) The welfare and safety of program participants, volunteers, staff and collaborative resources;
  - b) The effectiveness of the programs;
  - c) The credibility of Serve Our Youth Network and its member congregations; and
  - d) A healthy level of trust between program participants, staff, volunteers and collaborative resources.
2. Regard the welfare and safety of program participants, other volunteers and staff as primary obligation.
3. Not subject any program participants or other individuals to sexual, physical, mental or emotional abuse. If abuse is suspected it must be reported.
4. Not to discriminate with regard to race, color, age, religion, gender, national origin, affectional or associational preference, or any other classification that deprives any person consideration as an individual.
5. When in public, distinguish clearly between statements and actions you take which are your own, personally, and those which represent Serve Our Youth Network or collaborative agencies.
6. Establish and maintain relationships with program participants based upon and consistent with your role as a volunteer and staff. Recognizing the vulnerability of program participants, volunteers and staff should ensure that their behavior does not carry personal or sexual overtones that could be interpreted as indicating interest in something other than a professional/mentoring relationship.
7. As a mentor and employee, you have the right and responsibility to promote/teach/model societal values, and to set expectations accordingly. Volunteers and staff must understand that this in no way allows them to impose their own political, religious, philosophical or sexual beliefs on program participants.
8. Use information gained in professional relationships/mentoring in a responsible manner, respecting the confidential nature of this information.
9. Assist in promoting an environment in which excellence of service is standard.
10. Be sensitive to and respect cultural diversity.
11. Use sound professional judgment in communication to minimize the creation and continuance of rumors or other false information.
12. Volunteers and staff of Serve Our Youth Network will be open to listening to issues and concerns of one another.

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Signature

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Date