



# ADULT CODE OF CONDUCT

This Code of Conduct applies to all members of Scouts Canada who are 18 years of age or older, all employees, and parents and guardians who participate in Scouting activities.

The Code of Conduct applies to all interactions, in person and virtually (online), while carrying out your role as a Scouter.

The Code of Conduct may apply to behavior outside of your role as a Scouter if you engage in behaviour that is contrary to Scouts Canada's mission, values, and policies, and if your behavior affects your ability to volunteer with Scouts Canada.

The purpose of this Code is to protect young people and to help adults work safely and productively with them and with each other.

At Scouts Canada, we believe that everyone, including youth, volunteers, and employees, has the right to be treated in a respectful and professional manner, and to be provided with an environment that is free from all forms of harassment, violence, and discrimination.

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## Commitment

**At all times my behaviour will reflect Scouts Canada's values and the Scout Promise and Law. My actions will protect the safety and well-being of all Scouts Canada members and other people I interact with as a member of Scouting. I will set an example that I would wish others to follow.**

## I WILL:

- Know and follow Scouts' Canada's youth protection policies including: the Two-Scouter Rule, mandatory reporting procedures, Scouter-to-Youth ratios, volunteer screening requirements and appropriate sleeping and washing requirements.
- Follow Scouts Canada's youth protection policies and procedures when planning and conducting Scouting activities.
- Ensure everyone I am interacting with is safe from Bullying, Abuse, Harassment and Discrimination. I will report any of these behaviors to the appropriate local authorities and Scouts Canada.
- Immediately report any concern for the welfare of youth or allegations of abuse to the police or social services in my Province and to Scouts Canada. This includes any youth-to-youth sexually harmful or inappropriate behaviour.
- Remember that my conduct must always be obviously safe to others; if I have any doubt about how my actions might be interpreted, I will adopt a safer course of action.
- Take part in any review conducted by Scouts Canada or any local authority.
- Immediately notify Scouts Canada if I am the subject of a criminal investigation, or if I have been charged with an offence under the Criminal Code of Canada or in another country.
- Immediately notify Scouts Canada if allegations are made against me by any authority regarding youth safety or child protection.
- Treat everyone with fairness, respect and dignity.
- Obtain a youth's permission before I touch them, and ensure that any physical contact is respectful, safe and appropriate for the circumstances.
- Encourage people to speak up about issues related to personal or Group safety that concerns them.
- Respectfully challenge behaviour or attitudes that I believe are inconsistent with Scouting values.

- Protect the personal information of others, keeping it secure and using it for Scouting purposes only.
- Use positive discipline, promoting good behavior by guiding youth towards positive solutions during disciplinary discussions rather than focusing on bad behavior.
- Immediately report any breaches of this code and Scouts Canada policy to Scouts Canada.

## **I WILL NOT:**

- Use my role in Scouting to have contact with youth members of Scouts Canada outside of Scouting.
- Fail to follow the Two-Scouter rule at any time. This includes having one to one contact with youth online or in-person including in a vehicle.
- Engage in inappropriate conduct or behavior with youth.
- Engage in any form of inappropriate or intimate relationship with a youth member of Scouts Canada or use my position in Scouting to exploit or pressure any young person.
- Trivialize or be a bystander to Bullying, Abuse, Harassment or Discrimination
- Swear or use inappropriate language in front of youth.
- Use punishments and discipline that are demeaning, embarrassing, or degrading including requiring any person to perform an action in public such as singing, dancing or other form of public humiliation.
- Smoke in front of youth.
- Consume alcohol during Scouting activities for youth.
- Take part in Scouting if I am impaired by any substance.
- Rely on just my good name to protect me.

I will subscribe to the Mission, Principles, Practices and Methods of Scouts Canada. I will abide by the By-Laws, Policies and Procedures of Scouts Canada. I understand that participation in Scouts Canada is voluntary and involves a certain degree of inherent risk when participating in some Scouting activities, **including the risk of possible accidents, physical injury, or exposure to the COVID-19 virus or other infections or infectious diseases.** After carefully considering the risks involved, I have full confidence that reasonable precautions and protocols will be taken and/or implemented by Scouts Canada to ensure the safety and well-being of participants. I will take, to the best of my ability, reasonable precautions to ensure the safety of other members (youth and adult) as well as my personal safety. I have read, understood, agreed to and signed the Code of Conduct, and I will abide by the Code of Conduct as a condition of membership.

I understand that actions & violations contrary to the code of conduct may result in suspension and possible termination of membership

Name: \_\_\_\_\_ Date: \_\_\_\_\_

**This Code of Conduct must be completed at the start of each Scouting year before participating in any activities.**

