

## OAAS Volunteers & Youth Policies and Procedures



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<b>Policy Type:</b>	Volunteer – Youth Policies and Procedures	7.8
<b>Policy Title:</b>	Code of Conduct Youth	
<b>Adopted:</b>	May 15, 2018	
<b>Reviewed and/or amended:</b>	May 2022	

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The OAAS is committed to ensuring we have the right volunteers in the right roles. Our volunteers lead the way by providing meaningful leadership experience for our youth.

Staff and volunteers who hold a duty of care towards youth serve in responsible positions and must conduct themselves in accordance with OAAS's Code of Conduct. Those serving in responsible positions have a clear obligation to care for and ensure the safety of youth. As such, these volunteers serve in safety-sensitive positions. This means that persons in responsible positions are (a) prohibited from the use of, and (b) must not be affected by, alcohol, any drugs or substances that impair their performance while they are responsible for ensuring the safety of youth under their care.

The OAAS is dedicated to the personal development of youth while providing a positive impact on partners, member societies, volunteers, and communities in Ontario. In order to achieve this mission, the OAAS Code of Conduct applies to all participants of the program, staff, directors and volunteers. It addresses the general rules of conduct necessary to maintain the standards of the OAAS, and each individual is expected to follow the Code of Conduct. Failure to do so may result in dismissal from the OAAS program.

- Participants will respect, adhere to, and enforce rules, policies and guidelines established by the OAAS.
- OAAS members, volunteers, guests, and stakeholders shall be treated using appropriate and courteous manners as the participant would like to be treated while ensuring respect for people and property.
- A positive image is expected at all times. Participants will conduct themselves in a courteous and respectful manner, exhibit good sportsmanship, and act as a positive role model for those around them. Behavior must be conducive to a friendly, safe, and fun learning environment.
- Emotional, physical, verbal, mental or sexual abuse of any individual participating/attending an OAAS provincial and/or district event/activity will not be tolerated, nor is the use of profanity, crude remarks, or crude actions.
- Maintaining the privacy of participants is important. Respect will be given to the confidential nature of information received regarding fellow participants and program affairs.
- Any acts of discrimination and/or harassment on the basis of race, nationality or ethnic origin, color, age, religion, family status, sexuality or disability is unacceptable.
- Possession and/or use of alcohol, recreational or illegal drugs, or illegal inhalants is forbidden by participants (regardless of age of majority) while performing their volunteer duties with youth.

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- Participants will regard it as their personal duty to know their responsibilities thoroughly and are expected to be responsible to their peers.
- Participants will ensure that outside interests do not jeopardize their judgment and/or competence as contributing participants.
- Districts may have additional guidelines and/or policies that need to be adhered to. It is the responsibility of the participant to ensure that he/she is aware of and understands these additional rules and responsibilities.

See OAAS Form F14.9

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