



Youth on Guard Memorial Foundation

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Code of Conduct:

Youth on Guard requires that participants conduct themselves in a safe and respectful manner to help maintain a professional and comfortable environment throughout the training season (January - May), the Memorial Weekend event, and the off-season (June-December). The Code of Conduct is intended to help provide a positive experience for all and applies to the duration of your participation in the Youth On Guard program. Moreover, participants are expected to uphold Youth on Guard's mission and maintain a professional image while representing the organization in public. All participants - including Trainees, Instructors, Volunteers, and Staff - must read and adhere to the Code of Conduct.

1. Treat each other with respect and consideration.
 - a. Youth on Guard does not condone harassment. Harassment includes but is not limited to the following: unwanted physical contact, offensive jokes, name-calling, ridicule, mockery, insults, use of profanity, displays of offensive objects or imagery, offensive non-verbal gestures, stereotyping, intimidating acts, veiled threats of violence, threatening or provoking remarks, racial or other slurs, derogatory remarks or displays about a person's gender, race, color, religion, creed, sexual orientation, national origin, ancestry, age, disability, political beliefs, appearance, or ethnicity. Behavior that is unwelcome or offensive to a reasonable person and that interferes with work performance or creates an intimidating, hostile, or offensive work environment is prohibited. All allegations of harassment must be evaluated under the totality of the circumstances, to include an assessment of the nature of the conduct and the context in which the conduct occurred.
 - b. Physical, verbal, sexual, mental abuse or neglect is prohibited. Abuse includes any act or failure to act on the part of a parent or caretaker (e.g. YoG adult staff or volunteers) that results in death, serious physical or emotional harm, sexual abuse, or exploitation, and any act or failure to act that presents an imminent risk of serious harm. Abuse or neglect of any type will not be tolerated and is cause for immediate dismissal.
2. Immediately report any situation that could endanger the health, safety, or well-being of yourself or others at a Youth on Guard activity to a Youth on Guard Instructor or Staff Member.
3. Youth on Guard activities must be conducted without the influence of alcohol, tobacco (including e-cigarettes and vapes), or illicit drugs. These substances are prohibited from Youth on Guard premises. While medical and recreational marijuana use is legal in some states, we are under no obligation to accommodate its use in our offices, at our events, or on our premises.
4. Be in control of all Youth on Guard assigned equipment throughout participation in the program. Keep personal effects, including valuables and medications, secured. Youth on Guard is not responsible for any personal effects.
5. Keep all training and event areas neat and clean and be respectful of other people's property.
6. Act positively and professionally throughout the entire program. All participants should encourage, motivate, and provide positive feedback for others to help improve their skills.



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7. Arrive on time for training and events. We ask that if you know you will be late or absent, please notify one of the Instructors as soon as possible. Repeated tardiness or absences may result in suspension or dismissal.
8. It is important that participants dress appropriately for their volunteer role so that they can fulfill their duties safely and comfortably. All Staff, Instructors, and Trainees will adhere to the Youth on Guard Uniform Policy at all Youth on Guard activities, unless otherwise authorized by the Executive Director(s). We ask that any additional volunteers refrain from wearing clothing that displays obscene language or offensive material while representing our organization.
9. All participants currently in school are required to maintain a minimum GPA of 2.7 or higher.
10. Any behavior unbecoming of the Youth on Guard program, even if conducted outside of Youth on Guard activities, may impact participation or responsibilities in the Youth on Guard program.
11. If you observe anyone not following the Code of Conduct, please let the Executive Director(s) know.

Violations of this Code of Conduct will result in disciplinary action by the Executive Director(s). It is at Youth on Guard's discretion whether to issue a warning or to dismiss a participant. Youth on Guard has the right to release or dismiss volunteers at its discretion. Youth on Guard is not responsible for any monetary losses accrued as a result of breaches of conduct.

Social Media Practices:

The purpose of this social media policy is to guide the use of social media platforms by volunteers and representatives of our organization. Social media can be a powerful tool for communication, engagement, and promotion, but it is important to use it in a way that is consistent with our values of humility and service.

General Guidelines:

1. **Focus on our mission:** Our social media presence should reflect our mission to make a positive impact on the world. We should share stories of the organization's work, highlight the impact of our program, and celebrate our combined successes.
2. **Be humble:** We should avoid boasting or self-promotion. Instead, we should focus on the work of others and the impact of our organization as a whole.
3. **Be respectful:** We should treat others with respect, even when we disagree with them. We should avoid making personal attacks or engaging in inflammatory comments.
4. **Be accurate:** We should always strive to be accurate in our communications. We should fact-check information before we share it, and we should be transparent about any corrections or updates.



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5. Be mindful of privacy: We should not share personal information about others without their consent. We should also be aware of the privacy settings on the social media platforms we use.

Specific Guidelines for Highlighting Humble Service:

1. Limit sharing your personal achievements in Youth on Guard: While it is appropriate to share other personal news or accomplishments, avoid making boastful postings on your social media regarding your achievements in Youth on Guard and instead focus on the mission and achievements of the organization.
2. Share stories of service: We should share stories of the organization and our partners who are making a difference in the world. These stories can inspire others to get involved and make a positive impact.
3. Highlight the impact of service: We should share data and stories that demonstrate the impact of our organization's work. This will help to show the value of our service and encourage others to support our mission.

Photo and Media Release

By signing below, I hereby grant permission to Youth on Guard Foundation/Youth on Guard to use my image or likeness for educational, marketing, and public relations purposes. This includes, but is not limited to, printed and digital publications, websites, videos, and other media.

I understand that my name and identity may be used in connection with the image(s). I authorize the use of these images without compensation and waive any right to inspect or approve the finished product.

All negatives, prints, and digital files shall remain the property of Youth on Guard Foundation/Youth on Guard.





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By signing this application for participation in Youth on Guard, I indicate that I have read, understood, and agree to uphold and abide by the outlined values. I also agree to accept consequences as a result of not following the Youth on Guard Code of Conduct.

Participant's Signature

Date

Participant's Printed Name

**Completed Applications should be submitted at
YouthOnGuard.com/Apply**