

**Greater Fort Town Area Charity
Youth Movement Project
Code of Conduct**

1. Preamble
 - a. Membership and participation in the activities of Youth Movement Project offer many benefits and privileges. At the same time, members and participants are expected to fulfil certain responsibilities and obligations, including complying with this Code of Conduct of Youth Movement Project, which results in an environment free of abuse and harassment to protect individuals' physical and psychological integrity and preserve their dignity.
2. Definitions
 - a. The following terms have these meanings in this Policy:
 - i. "Individual(s)" will mean all categories of membership defined in the Youth Movement Project, as well as all people volunteering with the Youth Movement Project or engaged in programs and events with Youth Movement Project including but not limited to, guest speakers GFTAC committee members, GFTAC Trustees, and members of Youth Movement Project and the Greater Fort Town Area Charity.
3. Application of this Policy
 - a. This Policy applies to individuals relating to conduct that may arise during the course of Youth Movement Project programs, activities, and events.
 - b. This Policy applies to conduct that may occur outside of Youth Movement Project's programs, activities and events, when such conduct adversely affects relationships within Youth Movement Project and/or is detrimental to the image and reputation of Youth Movement Project and the Greater Fort Town Area Charity.
4. Policy
 - a. Youth Movement Project will provide an environment in which all Individuals are treated with respect and free of abuse and harassment. Further, Youth Movement Project supports equal opportunity and prohibits discriminatory practices.
 - b. Individuals will conduct themselves in a manner consistent with this Policy. Conduct that violates this code may be subject to sanctions pursuant to Youth Movement Project's Conflict Resolution Policy & Procedures.
 - c. All Individuals have a responsibility to:
 - i. Maintain and enhance the dignity and self-esteem of other Individuals, members and participants in Youth Movement Project's activities and events;
 - ii. Demonstrate respect for Individuals regardless of body type (i.e., body size, shape, etc.), physical characteristics, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
 - iii. Demonstrate ethical conduct and practices.
 - iv. Abstain from the use of alcohol and the non-medical use of drugs;
 - v. Refrain from any behaviour that constitutes harassment, where harassment is defined as comments or conduct, directed towards an Individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behaviour that constitute harassment include, but are not limited to:
 1. Written or oral abuse, threats or outbursts;
 2. The display of visual material which is offensive or which one ought to know is offensive;
 3. Unwelcome remarks, jokes, comments, innuendos or taunts;
 4. Leering or other suggestive or obscene gestures;
 5. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 6. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;

7. Any form of hazing or bullying;
 8. Coercing another person to act against their will;
 9. Stalking;
 10. Using force or intimidation;
 11. Unwanted physical contact including touching, petting, pinching or kissing;
 12. Physical assault;
 13. Behaviours using intimidation, blackmail, manipulation, lies, tricks, breach of trust, threat, coercion or physiological violence;
 14. Behaviours such as those described above that are not directed towards Individuals or groups but have the same effect of creating a negative or hostile environment; or
 15. Retaliation or threats of retaliation against an Individual who reports harassment.
- vi. Refrain from any behaviour that constitutes sexual harassment, defined as unwelcome sexual comments and sexual advances, request for sexual favours, or conduct of a sexual nature. Types of behaviour that constitutes sexual harassment include, but are not limited to:
1. Sexist jokes;
 2. Unwelcome sexual attitudes or gestures;
 3. Display of sexually offensive material;
 4. Sexually degrading words;
 5. Inquiries or comments about a person's sex life;
 6. Unwelcome sexual flirtations, advances or propositions;
 7. Persistent unwanted contact; or
 8. Sexual assault.
- vii. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- viii. Respect the property of others and not wilfully cause damage.
- ix. Respect the privacy of others.
- x. Refrain from accessing inappropriate online materials, or violating the computer, network, or online account security of others.
- xi. Adhere to all Federal, Provincial, Municipal or host country laws.
- xii. Comply at all times with the Constitution, Bylaws, policies, rules and regulations of Youth Movement Project and the Greater Fort Town Area Charity, as adopted and amended from time to time.
- xiii. In addition to the responsibilities described in Section 4.3, all Individual adults at Youth Movement Project will:
1. Abstain from the use of alcohol, tobacco, cannabis, and non-prescribed substances where minors are present;
 2. Ensure a safe environment at Youth Movement Project programs and events by selecting activities and establishing controls that are suitable for the age, experience, and background of the participants in their charge;
 3. Ensure that expectations for participant's behaviour and conduct are made clear to the participants in their charge;
 4. Provide supervision for the participants in their charge;
 5. Communicate and cooperate with the parent/guardians of participants and ensure that parents/guardians are aware of the expectations for their children at the Youth Movement Project program and events and the range of consequences for misbehaviours by a participant.

5. Means of Communication and Implementation

- a. Youth Movement Project will develop and provide Individuals participating in or involved with its activities with the Code of Conduct relating to prevention and intervention.
- b. The Trustees shall adopt a Volunteer Recruitment Policy.
- c. The Trustees are responsible for taking steps to verify the integrity of the Program Coordinator and for implementing an effective selection process. The Program Coordinator shall be

responsible for verification of the integrity of all other volunteers and for implementing an effective selection process.

- d. Youth Movement Project will disseminate the information contained in this Policy. Specifically, Youth Movement Project will be responsible for the following:
 - i. Informing all Individuals of the existence and contents of this Policy;
 - ii. Ensuring that the procedures for recruiting volunteers is in compliance with this policy;
 - iii. Raise the awareness of all Youth Movement Project volunteers of the issue of abuse and harassment, as well as the procedure indicated in this Policy;
 - iv. Receiving complaints from persons, or their representatives, who feel they are victims of abuse or harassment;
 - v. Acting quickly to stop any instances of either abuse or harassment;
 - vi. Should the nature of the act deem it necessary, submitting all complaints to the police;
 - vii. Reviewing the conditions of the policy periodically in order to ensure that it complies adequately with the legal obligations and objectives of Youth Movement Project.