[INSERT ORGANIZATION] VOLUNTEER STANDARDS OF CONDUCT

[MODIFY FOR YOUR OWN USE]

The NFPA Fluid Power Action Challenge serves youth. Volunteers for this event teach valuable lessons to students. Adult misconduct with or in the presence of youth carries serious consequences. For this reason, the [INSERT ORGANIZATION] cares that its volunteers have healthy, appropriate relationships with the youth they serve and has established the following standards.

1. **Young people look to adults for examples of appropriate behavior**. Volunteers must use appropriate language and model honorable behavior, such as respect, integrity, honesty, and excellence. Profanity or sexualized language or jokes are inappropriate when working with students, regardless of whether it occurs face-to-face, over the Internet, or by any other means. [INSERT ORGANIZATION] strictly forbids violating any state law regarding interactions with youth; for example, providing them with alcohol or legal or illegal drugs, or coaxing them into illicit relationships over the Internet or otherwise.
2. **Volunteers must take particular care when touching youth**. Most adults understand the difference between appropriate physical contact such as a handshake or pat on the back, and contact that is sexual or disrespectful. Volunteers also must be cognizant of how any physical contact may be perceived.
3. **Interactions with students must both be appropriate and appear appropriate**. It is expected that volunteers’ interactions with students are at all times appropriate and professional and are strictly related to the role of business mentor. It is unacceptable to seek or engage in one-to-one meetings with students at any time.
4. **Volunteers are responsible for the quality of interactions**. Students often find it difficult to verbalize discomfort or objections. Volunteers must be particularly sensitive to physical and verbal cues that youth provide.

The aforementioned standards do not represent a comprehensive list. Other actions not included could result in suspension or dismissal as a volunteer. Volunteers must also read and comply with [INSERT ORGANIZATION] Social Media Policy.

[INSERT ORGANIZATION] takes all complaints of misconduct seriously. Credible allegations of misconduct will be promptly reported to the appropriate authorities. During any such investigation, the Volunteer will be placed on leave. If an investigation determines misconduct occurred, it will result in the immediate and permanent dismissal as a Volunteer.

Any Volunteer who reasonably suspects misconduct must report these suspicions immediately to the appropriate staff member.

**Please sign and return this form.**

I have received copies of the Volunteer Standards of Conduct and Social Media Policy and have read, understand, and will abide by these standards. Please return this form to a [INSERT ORGANIZATION] staff member.

By signing this, I hereby certify that I have never been charged with violence, or any type of charge involving a child or young person, or, if I have, that I have fully disclosed in writing the facts regarding such a charge to [INSERT ORGANIZATION] staff.

Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name(Please Print): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_