



It starts with Scouts.

Tout commence
avec les Scouts.

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CODE OF CONDUCT

Statement of Policy

The primary responsibility of all volunteers and staff in the Scouting movement is the well-being and development of youth. As a Scouts Canada volunteer or staff, you are required to abide by the organisation's policies and procedures and to ensure your conduct is in keeping with the organisation's Mission and Principles.

This Code of Conduct applies to all Scouts Canada volunteers and staff, regardless of location, and in accepting an appointment, you undertake to discharge your duties and to regulate your conduct in line with the requirements of this Code. The Code is designed for your guidance and protection, although a breach may result in disciplinary action (including dismissal in some instances) and, in some cases, may lead to criminal prosecution.

MISSION AND PRINCIPLES

MISSION:

The mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals, and play a constructive role in society.

PRINCIPLES:

Scouting is based on three broad principles which represent its fundamental beliefs.

Duty to God: This is defined as "adherence to spiritual principles, loyalty to the religion that expresses them and acceptance of the duties resulting therefrom."

Duty to Others: This is defined as "loyalty to one's country in harmony with the promotion of local, national and international peace, understanding and cooperation," and "participation in the development of society, with recognition and respect for the dignity of one's fellow-being and for the integrity of the natural world."

Duty to Self: This is defined as "responsibility for the development of oneself". This is in harmony with the educational purpose of the Scout Movement whose aim is to assist young people in the full development of their potentials.

CODE OF CONDUCT - STANDARDS

As a volunteer or staff of Scouts Canada, you are expected to:

1. Ensure the safety, health and well-being of all Scouts Canada members, especially children and youth.

- I will adhere to all legal and organisational health and safety requirements.
- I will comply with all screening guidelines and be pro-active in informing my Commissioner or staff or reporting through 1-888-726-8876 or helpcentre@scouts.ca, any necessary changes or breaches to such guidelines.
- I will behave in such a way as to avoid any unnecessary risk to the safety, health and well-being of myself and others.
- I will consider risk management implications in all Scouting activities.

2. Ensure that my personal conduct is, and is seen to be, of the highest standards and in keeping with Scouts Canada's Mission and Principles.

- I will treat all people fairly and with respect and dignity.
- I will not participate under the influence of alcohol or use, or be in possession of, illegal substances.
- I will not use vulgar or inappropriate language.
- I will only touch a youth on the arms, shoulders or head and only with permission and in sight of others.
- I will respect the right to personal privacy at all times with special consideration to separate sleeping accommodations and washing facilities for co-ed sections that are also different from adult ones.
- I will not smoke in front of youth.
- I will never be alone with a child or youth unless safety dictates otherwise.
- If a child/youth wants to speak privately with me, I will ensure that the discussion is not out of sight from others, just out of hearing.
- I will not use my role in Scouting to have contact with youth participants outside of Scouting.
- I will follow the Scouts guidelines for connecting with youth participants using technology and social media.

3. Avoid involvement in any criminal activities, activities that contravene human rights or those that compromise the work of Scouts Canada.

- I will contribute to combating all forms of illegal activities against children and youth.
- I will notify Scouts Canada of any unspent criminal convictions or charges prior to registering.
- I will also notify the organisation if I face any new criminal charges during my time as a volunteer or staff.
- I will not engage in sexual behaviour of any kind with children or youth; this includes sexual jokes, language, names, touching, pornography, and exploitation.
- I will not use technology or social media to engage youth in disrespectful and exploitative behaviour.

- I will not abuse or exploit children or youth in any way and will report any such behaviour of others to my local Commissioner or staff immediately as per the Complaint Procedure.
- 4. Refrain from any form of bullying, harassment, discrimination, physical or verbal abuse, neglect, intimidation or exploitation.**
- I will fully abide with the requirements of Scouts Canada’s Child and Youth Protection, Diversity and Bullying/Harassment policies and will intervene and report whenever witnessing or being told of an incident as per the Complaint Procedure.
 - I will never engage in any exploitative, abusive or corrupt relationships, acting always as a kind and judicious parent and/or volunteer.
 - I will use positive teaching behaviour as a means to discipline and will refrain from any use of physical contact or emotional rejection and put-downs.

APPLICATION OF THE CODE OF CONDUCT

The Code of Conduct is intended to serve as a guide for all Scouts Canada volunteers and staff in making decisions. By following this Code of Conduct, which forms part of the terms and conditions of membership, it is intended that all volunteers and staff will contribute to strengthening the impact of what we deliver.

1. All volunteers and staff will be given a copy of this Code of Conduct during Orientation and be required to familiarise themselves with its requirements, by reading and understanding the Code.
2. All volunteers will be required to confirm this by signing their agreement to the Code of Conduct each year they register.
3. All members have a responsibility to ensure that all volunteers and staff, including those newly involved, are provided with and sign a copy of the Code of Conduct and understand its provisions clearly.
4. All members also have a particular responsibility to uphold the standards of conduct and to set an example.
5. In the recruitment and selection of volunteers and staff, all members should seek to ensure that candidates selected support the Mission and Principles of Scouts Canada and do not have a history that contravenes the requirements of this Code.
6. Any volunteer or staff who has concerns about the behaviour of another volunteer or staff should raise these with the local Commissioner or staff or report to 1-888-726-8876 or helpcentre@scouts.ca . Any concerns will be treated with urgency, consideration and discretion.
7. Any breaches to the requirements of this Code of Conduct will be subject to follow-up and investigation and possible disciplinary action as per our Complaint Procedure (<http://www.scouts.ca/ca/youth-safety>).

KEY RELATED DOCUMENTS

Bullying/Harassment Policy
 Child Protection Policy
 Drug and Alcohol Policy
 Screening Policy
 Complaint Procedure