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All participants, volunteers, and staff, are asked to adhere to the following rules:

- Each person contributes to creating a welcoming and friendly environment by treating others with respect, kindness, and care
  - Each person displays willingness to participate and in return will receive support and encouragement
  - Each person is respectful of differing opinions
  - Each person refrains from using bad words or participating in inappropriate conversations
  - Each person is expected to respect the privacy of other participants by not sharing personal details discussed during the program with others
- Youth participants who are disruptive or disrespectful will be given one warning by the facilitator or staff member witnessing the behavior. A second warning from any of the above individuals may result in the participant being dismissed from the discussion.
  - A serious violation of the code of conduct may warrant immediate dismissal from the program and ineligibility to attend future programs.
  - All participants are expected to notify the program facilitator or staff member via chat box, e-mail, or phone of any comments or behavior that makes them feel uncomfortable in any manner.
  - All participants are expected to notify a facilitator or staff member via chat box, e-mail, or phone if they become aware of abuse, maltreatment or neglect of another participant.
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# Virtual Group Policies

All participants are asked to adhere to the following rules:

- Youth participants and volunteers may not share the login information for the virtual group with anyone who is not eligible to attend.
- Youth participants and volunteers may not record, take screenshots, or otherwise capture program content on their personal devices.
- For confidentiality and safety, youth participants and volunteers are encouraged to share only their first name, last initial, and the state they reside during a virtual program.

## Communications Policy for Youth Program Participants

Youth participants and volunteers may express interest in keeping in touch outside of virtual programming in a variety of ways, including phone, text, e-mail, and social media. While we know that there can be many benefits to maintaining positive, long-lasting relationships after connecting at a Society function, we also want to ensure that both parties consistently adhere to respectful, professional, and appropriate boundaries.

We ask that participants and volunteers:

- Let parents know that you are keeping in touch and through which platforms so that they may monitor conversations as they see fit
- Keep all exchanges PG
- Keep what you say positive and respectful of staff, volunteers, and participants alike
- Do not post or exchange messages that are meant to bully or intimidate others
- Do not use obscenities, vulgar or sexual language
- Refrain from sharing information about other participants
- Do not post or share pictures that would embarrass or violate anyone's privacy
- Do not pose as another participant or volunteer online or spread false information
- Adhere to all rules as stated in the above Code of Conduct

■ If something inappropriate posted online were to be brought to the attention of Society staff, our policy is to ask that it be taken down and to inform the parents of minors involved. Parents hold full responsibility for online interactions between their child(ren) and volunteers outside of the program, but if anyone has a concern, you are encouraged to share it with Society staff. Any participant or volunteer who violates our policies regarding out-of-program communication may not be able to attend in the future.

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