



# YOUTH SPEAK OUT INTERNATIONAL

## Youth Speak Out International

### Volunteer Conduct Standards

Each year Youth Speak Out International staff shall convey these standards in writing to all volunteers prior to their first visit to the classroom. Staff shall review these standards verbally, as well, with volunteers teaching for the first time.

Youth Speak Out International serves youth. YSO INT volunteers teach valuable lessons in their program delivery and especially in their conduct with students. Adult misconduct with or in the presence of youth carries serious consequences. Because Youth Speak Out International cares that its volunteers have healthy, appropriate relationships with the youth they serve, it has established the following standards.

1. *Young people look to adults for examples of appropriate behavior.* YSO INT 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 whether it occurs face-to-face, over the Internet, or by any other means. YSO INT strictly forbids violating any state law regarding interactions with youth; for example, providing them alcohol or legal or illegal drugs, or coaxing them into illicit relationships over the Internet or otherwise.

2. *Volunteers must take 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 always 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 state discomfort or objections. Volunteers must be especially 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. YSO INT volunteers also must read and comply with YSO INT Social Media Policy.



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**Youth Speak Out International takes all complaints of misconduct seriously. Credible allegations of misconduct will be promptly reported to the appropriate authorities. During any such investigation, the YSO INT volunteer will not perform services as a YSO INT volunteer. If an investigation determines misconduct occurred, it will result in the immediate and permanent dismissal as a YSO INT volunteer.**

Any YSO INT staff member or volunteer who reasonably suspects misconduct must report these suspicions immediately to the appropriate YSO INT staff person within their YSO INT Area.

-----Sign and return-----

I have received copies of Youth Speak Out International's Volunteer Conduct Standards and Social Media Policy and have read, understand, and will abide by these standards. Please return this form to Youth Speak Out International by email.

[wk@youthspeakoutint.org](mailto:wk@youthspeakoutint.org)

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 Youth Speak Out International.

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

Name: \_\_\_\_\_