



Adult Code of Conduct

As a Civil Protection Youth Canada (CPYC) volunteer,

I WILL:

- Get a vulnerable sector check as required and immediately notify CPYC if I am the subject of any criminal investigation, or any allegation or concern related to youth safety that may impact my ability to participate in CPYC activities.
- Ensure that I follow the two-youth rule and always have another CPYC adult volunteer present or copied when I am in contact with a youth volunteer, whether in-person or online.
- Remember that my conduct must always be obviously safe to others and that my intention does not make a situation safe.
- Follow all safety requirements of CPYC including risk and hazard reviews for all activities.
- I will subscribe to the Mission, Principles, Practices and Methods of CPYC.
- Remember that CPYC's focus is to create disaster readiness and community resilience through youth engagement, thus I will be encouraging and supporting youth contributions, leadership and empowerment as we jointly learn, train and work towards achieving CPYC's mission.
- Respectfully challenge behaviour or attitudes that I believe are inconsistent with CPYC values.
- Treat everyone with fairness, respect and dignity.
- Encourage people to speak up about issues related to personal or group safety that concerns them.
- I will use positive discipline, promoting good behavior by guiding volunteers towards positive solutions during disciplinary discussions rather than focusing exclusively on bad behavior.
- Immediately report any concern for the welfare of youth or allegations of abuse to the authorities and to CPYC leadership.
- Protect the personal information of others, keeping it secure and using it for CPYC purposes only.
- Immediately report any breaches of this code to CPYC leadership.
- Abide by the By-Laws, Policies and Procedures of CPYC. I understand that participation in CPYC is voluntary but requires commitment and regular participation, as well as an effort to learn and adhere to the training content.
- Accept that I will lose my active volunteer status if I discontinue regular, at least once-a-month, participation in CPYC training events. I will at that point return all clothing or equipment which I have received from CPYC. Should I choose to



participate actively and regularly again at a later point in time, I will have to re-pay the volunteer intake fee and re-do a vulnerable sector check.

I WILL NOT EVER:

- Behave in such a way that anyone could misinterpret my actions no matter how well-intended.
- Use my role in CPYC to have contact with youth volunteers outside of CPYC.
- Engage in any form of inappropriate relationship with youth or exploit them in any way.
- Ignore or trivialize abuse, harassment, bullying, hazing or bad behaviour.
- Have one to one contact with youth online or in-person or in transit.
- Use language and discipline that is demeaning, embarrassing or degrading.
- Smoke in front of youth.
- Consume alcohol on CPYC activities for youth.
- Take part in CPYC programming or activities if I am impaired by any substance.
- Allow any allegation or concerns of abuse to go unreported.
- Rely on just my good name to protect me.
- Engage in inappropriate conduct or behavior with youth, including suggestive remarks threats, even in fun.

I understand that participation in CPYC programming and activities involves a certain degree of inherent risk, including the risk of possible accidents, physical injury, or exposure to the COVID-19 virus or other infections or infectious diseases. After carefully considering the risks involved, I have full confidence that reasonable precautions and protocols will be taken and/or implemented by CPYC to ensure the safety and well-being of volunteers and participants. I will take, to the best of my ability, reasonable precautions to ensure the safety of other volunteers (youth and adult), participants of CPYC programming and activities, as well as my personal safety. I have read, understood, agreed to and signed the Code of Conduct, and I will abide by the Code of Conduct as a condition of participation.

Date and signature of participant