

Leader Code of Conduct

Girl Scouts of Northern New Jersey

It is important that all GSNNJ volunteers understand our mission, the GS Leadership Experience, The Promise and Law to mentor girls using these values. We must work collaboratively to instill high standards of ethics and promote the development of courage, confidence and character and other important life skills.

The following is expected of Girl Scouts Volunteers

1. Will behave in a manner that models the ideals and values of the GS Promise and Law. Will adhere to the Leader Code of Conduct regardless of signature and will comply with established policies and procedures.
2. Will treat girls, adults and staff with dignity and respect and in a non-discriminatory manner regardless of any protected classification under Federal or New Jersey law including, but not limited to age, race, religion, ethnicity, sexual orientation, gender identity, socioeconomic status, national origin, or physical, social, emotional, or developmental ability.
3. Ensure all verbal or written communications (including telephone conversations, emails, texts, newsletters, electronic media, and announcements) do not contain profanity or condescending remarks. Refrain from inappropriate displays of anger, aggression, physical discipline, name calling or berating of individuals in public or private.
4. Will oversee troop funds with honesty, integrity and careful record keeping in accordance with GSNNJ policies or otherwise be subject to legal consequences. I will ensure that troop funds and resources are used properly and fairly.
5. Will safeguard confidential troop members personal and financial information.
6. While girls or adults may have disagreements or conflicts outside the Girl Scout space and time, they must refrain from bringing that conflict into the Girl Scout meeting in order to facilitate a safe space for all.
7. Meet with the Service Unit Manager and/or GSNNJ staff if requested to discuss any concern within two weeks.
8. Will abstain from the use or possession of alcohol, illegal drugs or tobacco or anything that negatively impacts the image of the organization in front of girls or while representing the organization.
9. Will not use any volunteer position for personal, political, or monetary gain.
10. Will respect the places and people I come in contact while representing GSNNJ.

Failure to follow the Code of Conduct outlined above will result in disciplinary actions including but not limited to the following in any order or combination:

- Review of Code of Conduct with GSNNJ Staff Member
- Written warning issued by GSNNJ.
- Suspension or immediate removal from the troop and/or program. and revocation of Membership from Girl Scouts of Northern New Jersey.

GIRL SCOUT PROMISE

On my honor, I will try:
To serve God and my country,
To help people at all times,
and to live by the Girl Scout Law.



GIRL SCOUT LAW

I will do my best to be
honest and fair,
friendly and helpful,
considerate and caring,
courageous and strong, and
responsible for what I say and do,
and to
respect myself and others,
respect authority,
use resources wisely,
make the world a better place, and
be a sister to every Girl Scout.

Signing this document represents my agreement to adhere to the above Code of Conduct.

Printed Name

Date

Signature of Leader/Advisor

Date