

Leader Code of Conduct Girl Scouts of Northern New Jersey

All GSNNJ volunteers play a vital role in living our mission and guiding girls through the Girl Scout Leadership Experience. By upholding the Girl Scout Promise and Law, we model courage, confidence, character, and strong ethics while following Council guidelines, policies and procedures.

As a Leader/Advisor, you accept the responsibility to represent Girl Scouts with integrity and to embody its values in all you do and your actions.

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.

*Members may substitute for the word God in accordance with their own spiritual beliefs.

These guidelines are expected to be followed by the Leader/Advisor Volunteer:

- **Encourage leadership:** Partner with girls and parents to plan activities and encourage the girls personal growth and leadership development by taking ownership of their activities. Help them develop their skills and ethics.
- **Adhere to policies:** Agree that the focus of GSNNJ is and will always be, what is best for the girls. Follow Girl Scout health, safety, and program protocols to create a secure environment. Follow policies and procedures to create a welcoming atmosphere for girls, ensuring they are treated with respect and have a voice in the troop.
- **Respectful behavior:** Treat staff, volunteers, parents and girls fairly and without discrimination. Refrain from public or private displays of anger, aggression, physical discipline, inappropriate language, name-calling or berating of individuals. Treat others with the same consideration you would want to receive. Any kind of violence will not be tolerated. No use of phone during meetings and events unless deemed necessary. Dress appropriately for volunteer positions and activities. Respect the places and people encountered while representing GSNNJ.
- **Embrace diversity:** Understand, respect, and embrace diversity within your troop.
- **Communication:** Avoid one-to-one contact or communication with girls. Ensure all verbal or written communications including (telephone conversations, emails, texts, all social and electronic media) do not contain profanity or condescending remarks.
- **Finances:** Will handle troop funds with honesty and integrity and will keep accurate records. I do understand that if an investigation reveals that I mismanaged funds in any way, I will be prosecuted to the full extent of the law and will face legal consequences.
- **Confidentiality:** Protect the personal and financial information of all troop members. Will not use any volunteer position for personal, political or monetary gain.
- **Conflicts:** Handle disagreements and conflicts privately and respectfully, never bringing them into the Girl Scout space to maintain a safe environment for all, especially those happening outside Girl Scouts. Address any issues in a respectful manner and follow the council's process for conflict resolution.
- **Substance use:** Will abstain from the use or possession of alcohol, marijuana, illegal drugs, tobacco or anything that negatively impacts the image of the organization in front of girls or while representing the organization.

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.

By signing this document, I commit to adhering to the above Code of Conduct. Failure to do so does not affect the applicability of the code or any of its provisions to you.

Printed Name

Service Unit Name

Signature of Leader/Advisor

Troop #

Date