

## Volunteer Agreement and Code of Conduct

Girl Scouts of San Jacinto Council (GSSJC) supports adults who prepare girls to seek and meet the challenges of an ever-changing society. GSSJC agrees to treat volunteers with respect and dignity and to protect confidential information, and further agrees to provide a position description, orientation, learning opportunities and support necessary for the volunteer position.

<p style="text-align: center;"><b>The Girl Scout Promise</b></p> <p>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.</p>	<p style="text-align: center;"><b>The Girl Scout Law</b></p> <p>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 I 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.</p>
<p style="text-align: center;"><b>Diversity, Equity, Inclusion and Belonging Statement</b></p> <p>Girl Scouts of San Jacinto Council fosters belonging and respect for <i>all</i> girls. We empower <i>all</i> girls, volunteers and staff to fulfill their potential and make the world a better place. Our Girl Scout Promise drives us to provide diverse, equitable and inclusive experiences where <i>all</i> girls, volunteers and staff are confident they belong. We stand firm in these commitments and united by these ideals.</p>	

GSSJC is committed to the highest ethical standards and we expect all volunteers to act in the best interest of the organization and its mission. This mission demands that we, as stewards, act in an ethical manner to uphold the public trust and the values of responsibility, integrity, openness, honesty, accountability, and respect in all that we do in the name of Girl Scouts.

I agree to uphold these values and I will:

1. Affirm the Girl Scout Promise and Law and accept the GSSJC Diversity, Equity, Inclusion and Belonging Statement.
2. Take all required trainings and comply with all Girl Scout policies and procedures and safety guidelines.
3. Welcome girls and adults from a variety of backgrounds and include them in my group activities. Make an intentional effort to learn about, experience, and appreciate cultures other than my own.
4. Behave in a manner that models the ideals and values of the Girl Scout Promise and Law. 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 or berating of individuals in public or private.
5. Honor the leadership of the girls and support their decisions.
6. Act responsibly when overseeing Girl Scout funds, maintain accurate records and file required reports. Girl Scout funds are only to be used in direct support of Girl Scout programs and to pay for appropriate Girl Scout expenses.
7. Not use any volunteer position for personal, political or monetary gain.

I understand that if I do not comply with the above standards or if I participate in illegal activities, abuse or mistreat girls, parents, volunteers or staff, or otherwise act in a way that negatively impacts the image or goals of GSSJC, I may be terminated from a leadership position or from any volunteer role with GSSJC.