

## **Unit Leadership Code of Conduct** **Cascade Pacific Council of Scouting America\***

**Charter Organization:** \_\_\_\_\_

**Unit Number and Type:** \_\_\_\_\_

### **Purpose:**

This Code of Conduct outlines the expectations for youth and adult leaders within this Scouting Unit. Leaders are entrusted with the responsibility of guiding Scouts in accordance with the Scout Oath and Law, while fostering a safe, respectful, and enriching environment that promotes growth, leadership, and service.

### **A. Scout Oath and Law as the Foundation of Leadership**

1. Leaders must always embody the Scout Oath and Scout Law, serving as role models for Scouts.
2. Leadership actions should reflect the core values of Scouting by promoting integrity, loyalty, and respect.

### **B. Support of Unit Programs**

1. Leaders are expected to support and promote the unit's programs, including:
  - a. Unit meetings, outings, and special events.
  - b. Leadership development opportunities, advancement, and service projects.
  - c. Fundraising activities that support the council and unit's operations and activities.
2. Leaders should encourage participation and ensure Scouts are engaged in activities that contribute to personal growth, leadership development, and community service.

### **C. Fostering Respect and Inclusion**

1. Leaders must create an environment where every Scout feels included and respected regardless of their background or abilities.
2. Bullying, harassment, or discrimination of any kind will not be tolerated. Leaders are responsible for addressing and resolving such issues quickly and effectively.

### **D. Accountability and Responsibility**

1. Youth and adult leaders must take ownership of their decisions and actions while setting a positive example for the unit.
2. Leaders are expected to fulfill their duties responsibly and demonstrate commitment to their roles.
3. Adult leaders must mentor youth in decision-making and leadership while allowing them the autonomy to learn through experience.
4. Leaders must set the example by being an "upstander" in all instances of unacceptable behavior.

### **E. Promoting Safety and Risk Management**

1. Leaders must ensure that all activities adhere to the "Guide to Safe Scouting" and other applicable safety protocols.
2. Leaders are responsible for planning activities that are well-prepared and safe with appropriate supervision and risk assessments.
3. In case of emergencies, youth and adult leaders must be prepared to follow established safety procedures and ensure the safety of all Scouts.

### **F. Commitment to Training and Development**

1. Leaders must commit to continuous personal development and attend leadership training programs.
2. Youth leaders should seek opportunities to develop their leadership skills and actively participate in unit leadership roles.
3. Adult leaders must provide support and mentorship to youth leaders, helping them succeed in their roles while facilitating opportunities for advancement and leadership growth.

### **G. Effective Communication and Teamwork**

1. Leaders must foster open, honest, and respectful communication within the unit.

2. Youth leaders should work cooperatively within their unit and ensure all Scouts have a voice and feel included in decision-making processes.
3. Adult leaders must work in partnership with youth leaders as is appropriate to their age and experience to provide guidance while allowing them the space to lead and make decisions.

#### **H. Service-Oriented Leadership**

1. Leaders must demonstrate a commitment to service both within the unit and in the broader community.
2. Youth leaders are responsible for organizing and leading service projects, motivating fellow Scouts to participate.
3. Adult leaders should support youth-led service initiatives and lead by example through active participation in community service.

#### **I. Environmental Stewardship and Leave No Trace**

1. Leaders must uphold Leave No Trace principles and ensure all outdoor activities minimize environmental impact and promote respect for nature.
2. Youth leaders should encourage their unit members to practice environmental stewardship and leave areas better than they found them.
3. Adult leaders are responsible for ensuring all unit activities comply with conservation policies and that youth understand the importance of preserving the environment.

#### **J. Uniform and Appearance**

1. Leaders must set an example by wearing the proper uniform for all meetings, activities, and events.
2. The uniform should be worn with pride, kept neat and clean, and reflect the values of the Scouting movement. A uniform may be the field uniform or an activity uniform.

#### **K. Zero Tolerance for Substance Abuse and Misconduct**

1. The unit maintains a zero-tolerance policy regarding the use of alcohol, tobacco, vaping devices, illegal drugs, or other harmful substances during Scouting activities.
2. Leaders must always model positive behavior and decision-making.
3. Any violation of this rule will result in immediate disciplinary action which may include removal from a leadership position or the unit.

#### **L. Conflict Resolution and Disciplinary Actions**

1. Leaders are responsible for resolving conflicts within the unit in a manner that fosters respect, learning, and growth.
2. Youth leaders should work to manage minor conflicts within their unit with the support of adult leaders.
3. Serious violations or disciplinary issues must be referred to the Unit Leader and/or Committee Chair who will handle them in accordance with Scouting policies and procedures.

#### **M. Parental and Community Relationships**

1. Leaders must maintain open and transparent communication with parents and guardians regarding the unit's activities and the progress of individual Scouts.
2. Adult leaders are expected to foster positive relationships with the community, including service partners and organizations, and to ensure that the unit remains an active and contributing member of the community.

#### **Acknowledgment of Leadership Responsibilities**

By signing below, I acknowledge my commitment to uphold this Code of Conduct, support the unit's programs, and adhere to the values of Scouting in my leadership role.

**Youth Leader: (Optional)** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Unit Leader:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Committee Chair** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Charter Organization Representative:** \_\_\_\_\_

**Date:** \_\_\_\_\_