

**CAL RIPKEN, SR. FOUNDATION**  
**PROGRAM PARTNER**  
**CODE OF CONDUCT**

**As a volunteer or mentor of a Cal Ripken, Sr. Foundation (CRSF) program, we expect the following guidelines to be adhered with regard to child protection:**

1. To treat all children and youth participating in programs sponsored by CRSF with respect and dignity.
2. To use positive reinforcement rather than criticism, competition, or comparison when working with youth.
3. When appropriate, to maintain the confidentiality of a child or youth who has shared personal issues except when such discussions reveal a violation of the law, suspected abuse, or threat of harm to the child.
4. To report immediately, suspected child abuse or child neglect to law enforcement, your immediate supervisor and senior management at CRSF.
5. To cooperate fully in any investigation of abuse or neglect of children.
6. To agree to follow all written Foundation procedures and policies, and to use judgment that places the safety of children first at all times.

**I understand and agree that I will not:**

1. Touch or speak to any child or youth in a sexual or uncomfortable manner.
2. Inflict any physical, verbal, or emotional abuse on a child or youth including, but not limited to, yelling, striking, shaking, slapping, humiliating, ridiculing, threatening, or degrading a child in any manner.
3. Be alone with a child or youth participating in a program sponsored by CRSF.
4. Smoke or use tobacco products while in the presence of youth or on CRSF premises.
5. Possess or be under the influence of alcohol at any time while working with children.
6. Possess or be under the influence of illegal drugs at any time on or off duty, regardless of whether children are present or not.
7. Use profanity in the presence of children or youth.
8. Accept or give personal gifts to children or youth who are participating in any program sponsored by CRSF.
9. Have contact with any child or youth participating in a CRSF sponsored program via telephone, correspondence, electronic mail, instant messaging or other means. All contact regarding the child's participation should be handled by the parent or youth serving organization staff. No direct messaging, calls or emails to youth unless in a group communication.
10. Transport any child or youth alone in a personal vehicle at any time.

**I have read and agree to abide by the aforementioned guidelines regarding interaction with children and understand that any reported violation of these rules will result in the immediate suspension of my duties and possible termination. Furthermore, I understand that all allegations of illegal activity including substance abuse, child abuse or neglect will be immediately reported to law enforcement and CRSF will extend full cooperation to authorities in the investigation and prosecution of crimes against children.**

**Printed Name:** \_\_\_\_\_

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



**CAL RIPKEN, SR.**  
**FOUNDATION**

TRANSFORM COMMUNITIES, CHANGE KIDS' LIVES