

*This form is given to volunteers (Resource People-RP's) working in the NEYM Young Friends (high school) program to help them understand the expectations for their behavior as part of the program. All RP's are required to sign this form, indicating that they understand and agree to abide by these guidelines in their work with youth. This document is part of the volunteer's personnel file. The RP has the right to review this document upon request.*

**Note to meetings:** This form may be helpful if you want to lay out clear expectations for those working with youth in your meeting. Please feel free to adapt it to your own needs.

## **Behavior Expectations for Young Friends (High School) Resource People (volunteers)**

Adults working with youth in New England Yearly Meeting (NEYM) have been given a sacred trust – to help the youth of NEYM grow in the Spirit, and to grow safely. The programs of NEYM are to serve the youth and not the needs of the adults. Healthy boundaries allow us to make a positive impact on youth and to give them space to seek help if needed. In light of this responsibility, adults working with youth are called on to meet specific expectations and to affirm the following commitments. In my interactions with the youth whom I meet through the Young Friends program, during Yearly Meeting Sessions, Retreats, and outside of official events:

1. I will provide transportation for youth only with the permission of the youth's parent or guardian (outside of Sessions & retreats) or knowledge of the Young Friends Coordinator (during retreats & Sessions).
2. I will not consume alcohol, smoke tobacco, or take non-prescription drugs in the presence of Young Friends.
3. I will only demonstrate affection, such as a hug, after a NEYM youth initiates or if I first ask whether the youth would feel comfortable.
4. In my interactions with NEYM youth, I will wear clothing which covers, at least the "old fashioned men's bathing suit" areas of my body, following the Young Friends clothing expectations.
5. I will not undress, shower, or show underclothes in the presence of NEYM youth.
6. If a Young Friend needs to speak with me in private, I will do so in a place that is freely accessible and visible by other adults such as in a corner of a room with others or in a room with open doors and hallway foot traffic.
7. If I interact with Young Friends via phone, text or social media, I will let the YF Coordinator know or make these interactions visible to the Coordinator. I will not have any conversations via any method with youth that I would not share with the YF Coordinator if asked.
8. In the case of a medical issue which requires privacy, I will ask the NEYM youth to choose a second adult to be present.
9. I will not engage in kissing or permit any contact with the bathing suit area of a NEYM youth's body or my body.

10. I will remind NEYM youth to refrain from drug or alcohol use and exclusive affection during retreats and other NEYM events.
11. I will not use any language in the presence of Young Friends that I would not use in front of their parents or the YF coordinator.
12. I will not engage in any teasing or joking of a sexual nature with NEYM youth or with other adults in the hearing of NEYM youth.
13. I will not promise confidentiality to NEYM youth if they tell me anything that leads me to believe they or someone else could be in danger (for example, if a youth is a victim of abuse, is suicidal, or has a serious drug problem.)
14. If I become aware of a YF in a dangerous situation, I will report it right away to the Young Friends Coordinator. In the case that Young Friends Coordinator is contributing to the YF's harm, I will report to the Clerk of the Permanent Board.
15. If I have any questions about whether behavior is appropriate, I will ask the Young Friends Coordinator for advice.
16. I will listen and respond respectfully if the Young Friends Coordinator asks me to change my behavior.
17. I will continue to abide by these commitments until a NEYM youth reaches age 19 and is at least one full year after high school graduation, even if the youth is not active in NEYM programs.
18. I will continue to abide by these commitments even if I am no longer volunteering for NEYM.

I agree to abide by this code of conduct in my work with Young Friends.