STAFF AND VOLUNTEER CODE OF CONDUCT

MISSION
Christian Youth Theater develops character and creativity in kids of all ages through quality theater arts training that brings families and communities together while reflecting the Creator.

Code of Conduct

Staff and Volunteers agree to the below behaviors for the safety of all CYT participants.

1. Staff and volunteers shall portray a positive role model for youth by responding with and maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity towards others.

2. Staff and volunteers shall treat all children and adults equally regardless of sex, race, religion, culture, national origin, disability, gender, identity, or orientation.

3. Staff and volunteers shall use positive techniques of guidance including redirection, positive reinforcement, and encouragement rather than competition, comparison, and criticism.

4. Physical restraint is only administered in a prescribed manner and must be reported to the Chapter Coordinator or Program Director who will document the incident in writing and discuss with the child’s parent(s) or guardian(s).

5. Staff and volunteers shall respect children's and adult's rights to not be touched in ways that make them feel uncomfortable (including non-sexual touching) and their right to say no. Children and adults are never to be touched on areas of their bodies that would be covered by a bathing suit.

6. Staff and volunteers must never be alone with a single child when they cannot be observed by others. Adults should not accompany a child alone to any room. Outside of CYT activities, CYT staff and volunteers are discouraged from being alone with children they meet at CYT.

7. Staff and volunteers shall appear clean, neat, and appropriately attired.

8. Using, possessing, or being under the influence of alcohol, cannabis, or illegal substances while at a CYT related function is prohibited.

9. Smoking, vaping, or using tobacco in the presence of children or parents while at a CYT related function is prohibited.

10. Profanity, inappropriate jokes, intimate details of one’s personal life, and any kind of sexual harassment is prohibited.

11. Staff and volunteers shall not bring or discuss inappropriate material (i.e. sexually suggestive or explicit, violent, or obscene) at any CYT activity.

12. Staff shall maintain appropriate content and images on any and all social media and will not post photos of children without parental or guardian permission.

13. Staff and volunteers shall refrain from intimate displays of affection towards others in the presence of children, parents, staff, or patrons.

14. Staff and volunteers shall not engage in any kind of emotional, physical, or sexual misconduct as outlined in our CA Mandated Reporter Training of anyone under the age of 18.

15. Staff and volunteers are required to review the Child Abuse Identification and Reporting Guidelines including awareness for the warning signs of child emotional, physical, or sexual abuse or neglect as listed in the CA Mandated Reporter Guidelines & Training.

16. Any and all convictions of a crime (other than minor traffic violations) are to be reported to the Managing Director for evaluation of eligibility for continued participation.

Staff and volunteers agree to report any violations of this Code of Conduct according to internal protocol to the Immediate Supervisor, Chapter Coordinators or Program Directors. Any violation of this Code of Conduct may result in termination.

Printed Name     Signature     Date