

Fishing For Life Volunteer Code of Conduct

As a Fishing For Life Volunteer, you shall strive to be a positive, uplifting role model to all participants and families involved in FFL events. Volunteers should be flexible, adaptable, and patient, remembering that our purpose is to serve Christ. The following expectations apply to all Fishing For Life volunteers at any FFL event, including youth camps, veteran events, and adult programs.

1. Protection & Supervision

For your protection and the protection of participants, adult leaders shall never be alone in a secluded setting with a youth. Two leaders should be present during activities involving youth or vulnerable adults whenever possible. If only one adult is present in a boat with one youth, that boat must remain within sight of another boat.

Communication and contact between adults and youth shall at all times remain professional and appropriate. Personal contact information shall not be shared directly between volunteers and youth without parental knowledge and FFL staff awareness. Youth and adults of the opposite sex shall not sleep in cabins or tents together unless they are immediate family members.

These supervision standards apply specifically when youth are present. At all events, volunteers are expected to exercise sound judgment and maintain appropriate relational boundaries.

2. Uplifting & Respectful Conduct

All communication and behavior should be uplifting and Christ-honoring. Adults should model positive interactions and encourage similar behavior in others. Inappropriate or excessive profanity is not permitted. Physical violence, threats, theft, verbal abuse, harassment, or use of illegal drugs during FFL activities may result in immediate revocation of a volunteer's position.

Smoking and alcohol are not permitted at youth events. At veteran or adult events, alcohol policies must follow FFL event guidelines and leadership direction.

Volunteers shall treat fellow volunteers, staff, vendors, and all participants — regardless of age, gender, background, or circumstance — with dignity and respect at all times.

3. Behavioral & Situational Correction

Behavioral correction during youth events should be handled privately with the participant and with a minimum of two adults present. Correction must be constructive and reflect the mercy and compassion of Christ. Positive reinforcement should be the first approach; corporal punishment is never permitted.

When corrections are required, the incident, behavior, and corrective action should be documented and reviewed with FFL leadership.

At veteran and adult events, volunteers are expected to address concerns respectfully and involve event leadership when needed.

4. Reporting Suspected Abuse

All persons involved in FFL activities shall immediately report to FFL leadership any good faith suspicion or belief that a youth or vulnerable adult is or has been physically or sexually abused, physically or emotionally neglected, exposed to violence or threats, or subjected to sexual exploitation.

5. Appropriate Attire

Proper clothing for activities is required for all volunteers and staff. Clothing must be appropriate for a family-friendly, faith-based environment. Shirts must be long enough to provide appropriate coverage, including when bending over. Bikinis, Speedos, or similarly revealing attire are not permitted.

Clothing displaying crude, sexually suggestive, derogatory, or otherwise inappropriate graphics or text is not permitted at any FFL event.

6. Photography & Media Release

Your photograph or a recording of you may be taken and used for FFL promotional purposes unless you notify FFL leadership in writing otherwise. Volunteers are expected to follow all FFL media policies.

7. Appropriate Use of Cameras & Digital Devices

Cameras, imaging, and recording devices are only allowed in public areas during FFL events. Recording of any kind in non-public areas, including bathrooms, showers, changing rooms, or sleeping areas, is strictly prohibited.

Images of participants may not be published on social media without participant/parental consent and FFL authorization. Volunteers are not allowed to post photos or videos of participants or other volunteers on their personal social medias - they should send photos to the FFL staff, and if the staff makes a post on the FFL social media page, the volunteer may then share that post on their personal page.

8. Event Liability Release

Volunteers shall hold harmless Fishing For Life, as well as the city and county in which the event is being held, and their present or former officials, officers, agents, volunteers, and employees, from any and all liability, claims, causes of action, damages, losses,

costs, or expenses, including reasonable attorney's fees, arising directly or indirectly from participation in FFL activities, except in cases of gross negligence or willful misconduct. The undersigned relinquishes and waives any claims against the city or county in which the event takes place.

9. Background Check Authorization

Volunteers serving at youth events will be required to complete a consent form authorizing a state, federal, and national sex offender registry background check. Results will be kept confidential. Additional screening may be required depending on volunteer role.