

**YOUTH PROTECTION CODE OF CONDUCT**  
**INTERNATIONAL ORDER OF THE RAINBOW FOR GIRLS**

*Abuse in any form is not condoned by The International Order of the Rainbow for Girls (IORG).*

**Appropriate administrative and legal action will be taken as warranted by any violations.**

*Please refer to the full IORG Youth Protection Policy for additional information.*

**OVERALL SAFETY**

1. Appropriate Conduct – Rainbow Girls and adult advisors will conduct themselves in keeping with the values set forth through the lessons of Rainbow, always treating each other with courtesy and respect.
2. Authorized Activities – All Rainbow events must be authorized by the local assembly Advisory Board, the Grand Jurisdiction or IORG. No unofficial organizations, “secret” activities or ceremonies are permitted.
3. Parental Notifications – Parents are to be notified in advance of the times, location, and purpose for each event. Their formal permission is needed for a Rainbow Girl to participate in field trips, overnight trips, and other special activities. Parents are encouraged to participate in all Rainbow activities.
4. Rainbow Girl and Parental Information – Each assembly will maintain a confidential record of contact information for Rainbow Girls and their parents, identifying those authorized to pick up the girl from an event. Any restrictions should be noted in writing and signed by parents as soon as a girl becomes a member. This information should be updated annually or as custody issues change.
5. Transportation – Anyone transporting a Rainbow Girl as part of a Rainbow activity is required to have a current driver’s license, insurance, and a safe driving record. Drivers are expected to follow legal driving practices relative to speed, use of seat belts, texting and other distractions. Parents must sign an informed consent form before any girl is transported by adult advisors to an event.
6. Responsibility for Youth – Adult advisors are responsible for Rainbow Girls and their guests between the times of arrival to and departure from the location of a meeting or event. Girls are never to be left alone to wait for transportation, or allowed to leave with an unauthorized person.
7. Safety Rules – To ensure the safety of our Rainbow Girls, a minimum of two unrelated adults, at least one of whom is a certified female chaperone, must accompany Rainbow Girls on all trips and outings. The size and particulars of an event may require additional adult leadership.
8. Overall Safety – Dangerous behavior will not be tolerated at Rainbow events. Weapons are prohibited at all Rainbow activities. Appropriate measures will be taken to ensure the safety of Rainbow Girls, their adult advisors, and guests.

**BEHAVIORAL SAFETY**

9. Co-ed Activities – Proper standards of conduct are to be established prior to the event. Certified male and female chaperones must be present for any co-ed activities, and parental approval is needed in advance.
10. Positive Role Models – Inappropriate topics, e.g. suggestive jokes or stories, discussion of private activities and relationships, adult language, etc. are never to be discussed around Rainbow Girls.
11. Drugs and Alcohol – Use or distribution of alcohol or illicit drugs, or misuse of legal drugs by Rainbow Girls or adult advisors is prohibited while participating in or assisting in any Rainbow activity. References to alcohol or drug use are not acceptable except in an educational context.
12. Inappropriate Relationships – Adult advisors and other volunteers are expressly prohibited from dating or becoming romantically involved with any youth and from having sexual contact with any youth.
13. Illicit Media - All sexually oriented images, and use of electronic devices to view or download sexually oriented images are prohibited at Rainbow events or in the presence of Rainbow Girls.

14. Photographs, Videography, and other Media – Media images of Rainbow Girls should reflect the values of our organization. A media release, signed by the parents, is required before any pictures are taken, shared, published, or displayed.
15. Proper Attire – Members are to be properly attired at all times in keeping with the IORG dress code. Activities should be monitored to ensure appropriate and modest attire at all times.
16. Discipline – Only constructive, respectful, and non-physical discipline intended to instruct and demonstrate appropriate correction is permitted. All forms of restraint, degrading punishment, or physical discipline for behavior management are prohibited. Belittling or disparaging remarks and verbal abuse are not sanctioned in any form by the IORG or any Grand Jurisdiction.
17. Unacceptable Behavior – No form of harassment, hazing, or bullying is permitted by adults or youth. Advisors should also avoid unnecessary physical contact, including (but not limited to) back rubs, tickling, patting of buttocks, wrestling, or bear hugs.
18. Appropriate Physical Contact – Physical contact may include hand-shaking, high-fives, shoulder hugs (if acceptable to recipient), pat on the shoulder or other similar non-intrusive expressions of appreciation.
19. One-on-One Contacts – For the protection of both Rainbow Girls and adult advisors, no private one-on-one activities between adults and Rainbow Girls are allowed. Should privacy be required for a confidential conversation, the interaction should be observable and interruptible, i.e. out of hearing range of others yet still within their view.
20. Activities in Private Homes – Unless authorized by the Advisory Board, no activities involving Rainbow Girls and adult advisors or other volunteers are to be conducted in private homes. Appropriate chaperone/adult to youth ratios are to be observed at all times as addressed in the full IORG Youth Protection Policy.

## **PROCEDURAL SAFETY**

21. Separate Accommodations – Adult advisors or other volunteers are prohibited from sharing a bed, sleeping bag, or room with a Rainbow Girl, and will maintain separate sleeping quarters except in severe emergencies, unless the adult is an immediate family member or an informed consent form is signed by a parent. Careful consideration should be given before housing older and younger girls together.
22. Respect of Privacy – Adult advisors and Rainbow Girls will respect each other's privacy. Except where health and safety require otherwise, adult advisors will not intrude into changing rooms, showers or other private areas. Adult advisors will protect their own privacy as well, and are not to bathe or undress in the presence of youth. If separate facilities are not available, a schedule for private activities must be maintained. No cameras or video equipment are permitted into private areas. Cellphones with cameras must be turned off and put away.
23. Recognizing and Responding – Any report or complaint from a Rainbow Girl concerning inappropriate or harmful behavior is to be taken seriously and addressed. Adult advisors should be aware of and responsive to signs that abuse may have occurred, e.g. sudden changes in attitude or behavior, avoidance of particular individuals, etc.
24. Intervention and Reporting – When any inappropriate behavior is observed, an adult advisor should immediately intervene to explain the rules of behavior for Rainbow activities. Any observed maltreatment, harassment or other harmful behavior should immediately be reported in keeping with the reporting protocol outlined in the full IORG Youth Protection Policy.
25. Screening and Monitoring – Adults assisting a Rainbow Assembly in any capacity must be known to the assembly for at least six months, complete a thorough application and screening process, and participate in training as detailed in the IORG Youth Protection Policy before being allowed to serve.

**ACKNOWLEDGEMENT AND AGREEMENT TO ABIDE BY THE YOUTH PROTECTION CODE OF CONDUCT  
INTERNATIONAL ORDER OF RAINBOW FOR GIRLS**

*Abuse in any form is not condoned by The International Order of the Rainbow for Girls (IORG).*

***Appropriate administrative and legal action will be taken as warranted.***

***In order to safeguard Rainbow Girls and their adult advisors, every adult working with Rainbow must acknowledge and agree to abide by the IORG Youth Protection Policy, and the following:***

I hereby acknowledge that I have read and agree to abide by this Code of Conduct, and the following:

- ☐ I agree to do my utmost to prevent maltreatment of the Rainbow Girls in my care.
- ☐ In activities where discretion is required, I agree to anticipate the level of risk for individual activities and to use my best judgment in making decisions which affect the well-being of all concerned.
- ☐ I agree not to physically, sexually or emotionally abuse or neglect any Rainbow Girls.
- ☐ I agree to comply with the IORG Youth Protection Policy regarding conduct with Rainbow Girls.
- ☐ I agree to immediately report any observations of inappropriate behaviors or possible policy violations.
- ☐ I acknowledge my obligation and responsibility to protect Rainbow Girls and agree to report known or suspected abuse to leaders and state authorities in accordance with these policies.
- ☐ I understand that IORG, its jurisdictions and assemblies will not tolerate abuse of its members, and I agree to comply in spirit and in action with this position.
- ☐ I fully understand that I am subject to the *IORG Code of Conduct*, as well as all elements put forth in the full IORG Youth Protection Policy, and that any behavior or action in violation of those policies will be grounds for my removal from the organization and loss of any awards or designations I may have received during my involvement.

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*Signature*

*Print Name*

*Date*

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*Witness and Title*

*Print Name*

*Date*

***It is required that this form - in its entirety - be completed and signed by every adult working with Rainbow Girls.***