



ICO Code of Ethics

1. Smoking or use of tobacco products in the presence of youth during ICO outings is prohibited.
2. Using, possessing, or being under the influence of alcohol or illegal drugs during ICO outings will not be tolerated. Using or possessing any weapons (firearms, knives, etc.) during ICO outings is prohibited.
3. Volunteers will not abuse (verbally, physically, and sexually) participants or co-leaders in any way. Suspected abuse must be reported as outlined in the *ICO Addendum of the Outing Leader Handbook*.
4. Volunteers will conduct themselves in a courteous and respectful manner, exhibit good sportsmanship, and provide positive role models for all youth. Volunteers must treat children of all ages, religions, and cultures with respect and consideration.
5. Volunteers must use positive techniques of guidance, including positive reinforcement and encouragement rather than competition, comparison, or criticism. Volunteers shall abstain from humiliating or frightening discipline techniques.
6. Two or more ICO volunteers must participate on each outing. If possible, both male and female leaders should be present during coeducational outings. Under no circumstance, except extreme emergency, may any volunteer be alone with a youth participant. Volunteers will refrain from intimate displays of affection towards others in the presence of children, parents or other volunteers.
7. Volunteers must be free of physical and psychological conditions, which might adversely affect children's health, including fever, or contagious conditions.
8. Volunteers will accept supervision and support from ICO staff, ICO certified leaders, and agency staff.

I have read the above statement and I agree to it's terms. I understand that any violation of this statement may result in my termination as an ICO volunteer.

Signature _____ Date _____

Witness Signature _____ Date _____