Code of Conduct by Code Your Dreams

At Code Your Dreams, we are committed to fostering safe, inclusive, and inspiring learning spaces for all students. This Code of Conduct is a required agreement for all club leaders, facilitators, volunteers, and any adult working directly with students in our programs. These guidelines are designed to prioritize the mental, emotional, and physical wellbeing of all participants.

If your partnership with Code Your Dreams ends, we encourage you to carry these values with you in all future work with students to help build a world where every young person feels seen, heard, and supported.

1. Respect and Inclusion

- Treat every student, caregiver, volunteer, and community partner with respect and empathy.

- Use inclusive, affirming language, including correct pronouns and names. Encourage others to do the same.

- Honor boundaries around personal space and identity. Disrespecting someone's identity is not just inconsiderate—it is harmful and unacceptable.

- Model openness and compassion. As a leader, you help create a culture of belonging for all.

This guide is for non-commercial, educational use only. © Code Your Dreams. Please do not reproduce without permission. Updated regularly to reflect evolving practices.

2. Equity and Anti-Discrimination

- Make decisions based on students' needs and potential, not on stereotypes or biases.

- Do not discriminate based on race, ethnicity, gender identity, sex, sexual orientation, religion, disability, socioeconomic status, language, or any other identity marker.

- Actively foster a learning environment that values diverse perspectives and experiences.

- Engage in ongoing reflection to reduce personal bias and remain open to feedback.

3. Communication and Boundaries

- Never be alone with a student in-person or online. Another adult—such as a teacher, volunteer, or parent—must always be present.

- Do not contact students through personal channels (e.g., text, email, social media) outside of scheduled and supervised club activities.

- All direct communication with students outside of club time must go through a parent or guardian.

This guide is for non-commercial, educational use only. © Code Your Dreams. Please do not reproduce without permission. Updated regularly to reflect evolving practices.

4. Safety and Mandated Reporting

As a trusted adult in the program, you are responsible for ensuring students are safe, both physically and emotionally. The following are strictly prohibited and will result in immediate removal and potential legal consequences:

- Verbal abuse: shouting, name-calling, threats, or patronizing behavior
- Psychological abuse: manipulation, threats of harm, or intimidation
- Physical abuse: hitting, slapping, inappropriate touching, or any form of violence
- Sexual abuse or harassment: inappropriate physical or verbal conduct of a sexual nature

This list is not exhaustive. Any behavior deemed harmful or abusive toward students or fellow adults will result in immediate investigation and appropriate action.

5. Responsible Use of Funds

- Club funds must only be used for pre-approved Code Your Dreams activities.
- If you are unsure whether an expense qualifies, reach out to a Code Your Dreams admin for written approval before using the funds.
- Any deliberate misuse of funds is considered a serious breach of trust and will not be tolerated.

This guide is for non-commercial, educational use only. © Code Your Dreams. Please do not reproduce without permission. Updated regularly to reflect evolving practices.

6. Accountability

- If a report is made against you for violating this Code of Conduct, Code Your Dreams will conduct an internal review.

- If you are found in violation, your role as a club leader or facilitator will be terminated, and your affiliation with Code Your Dreams will be ended.

- In serious cases, Code Your Dreams may report the incident to local authorities or law enforcement as required.

Agreement

By signing below, you affirm that you have read, understood, and agree to uphold the Code Your Dreams Code of Conduct. You accept responsibility for the wellbeing of the students in your care and for maintaining a respectful and inclusive club environment.

Print Name: _____
Date:_____
Sign Name: _____

This guide is for non-commercial, educational use only. © Code Your Dreams. Please do not reproduce without permission. Updated regularly to reflect evolving practices.