

**ROCKFORD YOUTH FOOTBALL, INC.**  
**Volunteer Ethical Behavior Standards**  
**(Revised 2016)**

The right of sustaining human dignity is one of the primary goals of the program run by Rockford Youth Football and the member areas participating in the West Michigan Youth Football League. In that regard, safeguards have been established to insure that players and volunteers will not be subjected to physical, emotional, sexual, verbal abuse or harassment.

**YOU WILL NOT:**

1. Participate in sexual activity with any minor program participant whether consensual or non-consensual.
2. Strike or otherwise physically restrain or restrict the movement of program participants unless essential for their safety and protection. You will notify the Field Director of your home area in the latter case.
3. Release any confidential information without a signed permission form.
4. Provide participants with any form of illegal drugs, or any other legal drug unless authorized to do so.
5. Misrepresent your credentials and provide services that you are not qualified or authorized to provide. (Ex: saying you are EMT certified when you are not.)
6. Be alone with a single child in an isolated situation where you cannot be observed by other participants. The only exception to this would be toileting or medical emergencies, in which case another person should be notified.

Violations of the above will result in immediate suspension of the volunteer. Should the allegations be substantiated, disciplinary procedures will include, but not be restricted to removal from the program.

I have read the Ethical Behavior Standards policies and agree to follow them while representing the ROCKFORD area of the West Michigan Football League, Inc. as a volunteer.

I recognize that the Rockford Youth Football, Inc. will contact the legal authorities should my behavior be illegal.

**HARASSMENT POLICY**

It is the policy of the Rockford Youth Football, Inc. Inc. to expressly forbid any forms of harassment of players or volunteers. The term "harassment" includes but is not limited to; slurs, jokes or other verbal, graphic, or physical conduct which relate to an individual's race, color, sex, religion, nationality, citizenship, age or handicap.

Harassment also includes sexual advances, requests for sexual favors, unwelcome or offensive touching or other verbal, graphic, or physical conduct of a sexual nature. Violation of this policy is considered a major offense and the volunteer will be immediately suspended and if the allegations of harassment are sustained, the volunteer will be immediately removed from the program.

Players or volunteers who feel that they are being harassed in any way by another player or volunteer should inform their immediate coach or Field Director. It is the player or volunteer's responsibility to bring such concerns to their immediate coach or Field Director who will inform the Rockford Youth Football program. Any concerns will be handled immediately and kept confidential.

Date: \_\_\_\_\_

Signature (of Volunteer) \_\_\_\_\_

Printed Name (of Volunteer) \_\_\_\_\_

Signature (of Witness): \_\_\_\_\_

Printed Name (of Witness) \_\_\_\_\_