



# The Code of Conduct Frequently Asked Questions (FAQ)

---

## ***Is the Code of Conduct new?***

No. Like many youth organizations, Girl Guides of Canada (GGC) has had a Code of Conduct for Members in place for many years. However, the Code has been updated.

## ***What has changed?***

The GGC Code of Conduct has been expanded to include not only all Members – both girls and adults – but also the parents/guardians of our girl Members, and non-member volunteers and employees.

As well, recognizing that participants in Guiding communicate and interact with each other in many ways, the standards and expectations of behaviour outlined in the Code now apply to any medium – including in person or online.

## ***Why has the Code of Conduct been changed?***

We believe that everyone who is part of the Guiding community has the right to participate and enjoy Guiding in an environment that is respectful, safe, and positive. We want all those involved in Guiding to be aware of our standards and expectations of behaviour, which are outlined in the Code of Conduct, along with the values stated in the Guiding Promise and Law.

## ***How are adults involved in Guiding asked to follow the Code of Conduct?***

Adult Members, non-member volunteers, parents/guardians and employees agree to uphold the Code of Conduct as a condition of their Membership, participation, or employment agreements.

- **Adult Members** will not have to re-sign their agreement to the updated Code of Conduct during the initial rollout in March 2011; the existing signature on their Membership agreement, referencing the GGC Code of Conduct, will be binding. Adult Members will re-sign their agreement to the Code each time they renew their Police Records Check (PRC)
- **Non-member volunteers** will agree to the Code when they complete their volunteer application
- **Parents/guardians** will sign their agreement to the Code every year they register their daughter for Guiding
- **Employees** will be asked to sign the Code as a condition of employment

## ***What is the responsibility of Adult Members for learning about the updated Code?***

Adult Members who work with girls will familiarize themselves with the revised Code when they discuss it with girls in their Unit. Others should review the new Code of Conduct on the Girl Guide website at <http://www.girlguides.ca/code-of-conduct>.

## ***How are girl Members introduced to the Code of Conduct?***

Every year, girls participate in Unit activities with their Girl Guide leader to learn about how to abide by the GGC Promise and Law. Now, they will also learn about the guidelines set out in the Code. These discussions will help girls understand their responsibility in making Guiding a safe space for all.

- **Sparks, Brownies and Guides** are not required to sign the Code of Conduct; they are expected to abide by the guidelines and values set out in the document
- **Pathfinder, Ranger, Trex** girls sign a copy of the Code which is kept by their Guider during the year

***What else does GGC do to ensure a respectful, safe, and positive environment?***

Every year girls review their Girl Guide Promise and Law which states the values of the organization. In addition, GGC addresses safety through:

- **Safe Guide** – the comprehensive procedures for managing safety in planning and delivering Girl Guide activities
- **Our programming** allows girls a safe and supportive space to learn about topics such as building healthy relationships and identifying and combating bullying, all to fulfill our Mission of supporting girls to become confident, resourceful and courageous so they can make a difference in their world.
- **Adult Member Support procedures** – these procedures address adult screening, adult performance and conduct management, girl protection issues such as child abuse and bullying, and managing girl conduct issues.

***Where do I get more information or where do I go if I have a concern?***

Further information is available as follows:

- Parents/guardians and non-member volunteers – speak to your Guider or local Girl Guide office.
- Members – Member Zone or talk to your District Commissioner or Administrative Community Leader
- Employees – see [girlguides.ca](http://girlguides.ca) or speak to your Manager