Grand Appointment Code of Conduct

Each girl appointed to serve the Grand Assembly of Florida must adhere to the following rules and responsibilities:

* Each girl must sign and return her code of conduct with her application for a grand appointment.
* There should not be any off color remarks or provocative pictures on their Facebook pages, as well as any other social media outlet. This can result in immediate removal from your Grand Office.
* Must commit to attending as many assembly, district and state functions as possible during the year as a Grandie
* Must help in the recruitment and retention of the members in her assembly
* Grand Appointments will not smoke or drink at any Rainbow functions regardless of age. Girls who are not of age, will not have photographs on social media outlets of themselves engaging in any illegal activity such as smoking or drinking.
* **No** driving to Rainbow meetings or other functions unless otherwise permitted to do so and **no** transporting Rainbow Girls is allowed to and from any function
* No foul language or gestures are to be used in personal communication or on social media sites.
* You should not display any negativity towards your fellow Rainbow Sisters or adults who are serving Florida Rainbow.
* You must conduct yourself in public with dignity and decorum when representing our organization. This can result in immediate removal as a Grand Officer.
* The meetings and functions are to be attended by Rainbow Girls only (no boyfriends unless they are at a function that they are allowed to invite them such as DeMolay dances etc.)
* Must serve as a role model to all Rainbow Girls.
* Must provide a written report of your year (if not adhered to could result in not receiving another appointment in the future).
* No cell phone calls or texting during meetings.
* You must read the Youth Protection Policy below and agree that the Grand Assembly of Florida will not be held responsible for any violations to this policy.

 Violation of any of the above codes may result in the removal of your appointment

**Youth Protection Policy**

**Grand Assembly of Florida,**

**International Order of the Rainbow for Girls**

The Grand Assembly of Florida, International Order of Rainbow for Girls (IORG) has a long and proud history of providing girls with an environment of safety and encouragement, where they can develop skills and confidence in the areas of leadership and citizenship while also enjoying themselves and having fun. With a focus of getting girls ready for life, IORG was at the forefront in implementing protective policies to prevent harm to our youth, and to provide them with guidelines about setting and keeping appropriate boundaries, respecting themselves and others, recognizing inappropriate behaviors, and knowing when to take action.

The Executive Board of the Grand Assembly of Florida, IORG, has adopted the position that no child should ever come to harm at the hands of another person. The consequences of abuse and other forms of maltreatment are contrary to the philosophies and teachings of Rainbow, and we maintain our commitment to safeguarding the well-being of Florida’s Rainbow Girls. Recognizing that maintaining up to-date procedural detail and training content is an evolutionary process, Grand Assembly of Florida, IORG is committed to ensuring the safety of our members by establishing this over-arching policy stating that child maltreatment in all its forms is unacceptable and will not, under any circumstances, be condoned within our organization.

To that end, Grand Assembly of Florida, IORG, will take decisive action against offenders. Offenders will be removed from leadership positions, and prohibited from future participation in Grand Assembly of Florida activities. We will not tolerate any behavior or activity individually, in group, or via electronic medium which threatens the safety and well-being of its members, including but not limited to physical abuse, emotional abuse, sexual abuse, harassment, or bullying. Additionally, consumption or distribution of alcohol or illegal drugs, or misuse of prescription drugs is prohibited during Rainbow activities or with Rainbow youth. Violations will be cause for immediate disciplinary action and removal, and reports will be made to appropriate child welfare agencies in keeping with applicable state laws. Further, Grand Assembly of Florida will not tolerate attempts to hide incidents of maltreatment, to interfere or discourage appropriate and timely reporting of an incident, or to delay reporting any occurrences of abuse that may be disclosed by a member or other person knowledgeable of such an event.

**General Principles:** Our commitment to the basic principles and teachings of Rainbow demands that we create a safe environment in which young people can mature into responsible adults.

* Strong policies create a safe environment to protect members and participants from harm, and to enable them the freedom to thrive.
* Strong policies protect volunteers and leaders from unfounded accusation.
* Strong policies create an environment in which participants and leaders may safely focus on the organization’s objectives and fulfill its mission.
* Protective factors are essential elements in ensuring safe space. Guidelines must offer helpful protective factors as well as prohibit harmful behavior to ensure members’ well-being.
* Strong policies discourage perpetrators from attempting to become involved with the organization

**Youth Protection Policy Objectives**

* Protect participants from harm to ensure that involvement with Rainbow is never detrimental to any girl.
* Establish safe working conditions for volunteer leaders and advisors.
* Enable the organization to accomplish its aims, eliminating maltreatment as a threat to our mission.
* Create protective factors to ensure participant well-being.
* Establish policies and practices that not only prohibit inappropriate, harassing, coercive, and abusive behaviors, but that also promote respect and healthy boundaries, thereby discouraging predators from involvement.

**General Definitions**

Child maltreatment is considered to be any acts or series of acts of commission or omission by someone responsible for a child’s welfare that result in harm, potential for harm, or threat of harm to a child. Abusive behaviors are deliberate and intentional, although harm to a child may or may not be the intended consequence.

* **Harassment** – persistent, unwelcome conduct that is insulting, degrading, exploitative or offensive to the recipient; repeated attacks against someone; creating unpleasant or hostile situations with uninvited and unwelcome verbal or physical contact. (Definitions of bullying and harassment sometimes overlap, but not all bullying is harassment and not all harassment is bullying. Under federal civil rights laws, harassment is unwelcome conduct based on a protected class such as race, national origin, color, sex, age, disability, or religion that is severe, pervasive, or persistent and creates a hostile environment.)
* **Bullying** – a form of aggressive behavior in which someone intentionally and repeatedly causes another person injury or discomfort in the form of physical contact, words or more subtle actions like social exclusion or spreading rumors. Typically the person being bullied has difficulty defending herself and has done nothing to “cause” the bullying. It may also be said that the unwanted and aggressive behavior of bullies involves a real or perceived power imbalance.
* **Cyberbullying** - sending hurtful or threatening emails or instant messages; spreading rumors or posting embarrassing photos of others through social media outlets. The term “cyberbullying” is reserved for minors hurting other minors. If it involves adults is called “cyber-stalking” or “cyber-harassment”.
* **Physical abuse** – intentional use of physical force that results in, or has the potential to result in, physical injury, including but not limited to hitting, kicking, beating, biting, pushing or shoving, pulling or dragging, burning or scalding, and poisoning.
* **Emotional (psychological) abuse** – intentional efforts (continual or episodic) to belittle, intimidate, terrorize, isolate, or demean a child by conveying that s/he is worthless, flawed, unloved, unwanted, endangered, or otherwise unworthy.

**Consequences of Abuse**

The consequences of maltreatment are contrary to the missions and teachings of Rainbow. Therefore, for the good of members as well as their leaders, it is imperative that all forms of maltreatment be forbidden within the circle of Rainbow activity. Violations will be cause for immediate disciplinary action and removal from the organization.

For more information on the Grand Assembly of Florida Youth Protection Policy, please contact any Mother Advisor or Grand Deputy.

Appointee Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Parent or Legal Guardian Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(2021)