



BOYS & GIRLS CLUBS
of Lubbock

LUBBOCK BOYS & GIRLS CLUBS

CODE OF ETHICS AND RULES

As a volunteer of the Lubbock Boys & Girls Clubs, you are expected to uphold the highest standards of conduct while serving our youth and community. The following guidelines outline expectations for behavior and responsibility:

1. Smoking or the use of tobacco products in the presence of children is prohibited.
2. The use, possession, or being under the influence of alcohol or illegal drugs is strictly prohibited.
3. Volunteers shall not engage in any form of child abuse, including:
 - A. **Physical abuse** – striking, spanking, shaking, or slapping
 - B. **Verbal abuse** – humiliating, degrading, or threatening a child
 - C. **Sexual abuse** – including inappropriate touching or exposure
 - D. **Mental abuse** – inconsistent standards or encouraging conflicting behaviors
4. Volunteers must treat all children with respect and consideration, regardless of race, religion, or cultural background.
5. Volunteers are expected to use positive guidance techniques, including encouragement and reinforcement, rather than competition, comparison, or criticism.
6. Humiliating, demeaning, or frightening forms of discipline are not permitted.
7. The use of profanity in the presence of children or parents is prohibited.
8. Volunteers must refrain from inappropriate displays of affection in the presence of children, parents, or staff.
9. Volunteers will not use cell phones while supervising or interacting with children, except in cases of emergency or with staff approval.
10. Volunteers shall not initiate or engage in contact with youth through social media, personal messaging, or other electronic communication platforms.
11. Accepting gifts in exchange for influence or favoritism is prohibited.
12. Volunteers must be physically and mentally capable of fulfilling their responsibilities.
13. Volunteers are expected to serve as positive role models by demonstrating respect, loyalty, patience, integrity, courtesy, tact, and maturity.
14. Volunteers must avoid situations where they are alone with a child. One-on-one care of a child who is not your own (such as babysitting) is strictly prohibited.
15. Volunteers may not invite children to their home.
16. Texas State law requires all individuals to report any suspected child abuse or neglect to the Texas Department of Family and Protective Services or a law enforcement agency.
17. All volunteers are subject to a criminal background check.
18. By signing below, I acknowledge that I have read, understand, and agree to abide by this Code of Ethics. I understand that violation of these guidelines may result in termination of my volunteer role.

Volunteer Signature: _____

Date: _____