

# KOKOMO PRIDE



## Youth Group

### Policies

This document is to outline and describe the policies set by Kokomo Pride and the Kokomo Pride Youth Group for a safe and effective operation of the Kokomo Pride Youth Group in accordance with the Kokomo Pride Bylaws, Constitution and any and all local, state and federal laws.

Any volunteer or youth member found to be in violation of these policies can be held accountable by any appropriate means including up to termination and potentially legal ramifications.

Kokomo Pride Youth Group is a product of Kokomo Pride.

#### **Volunteer Policies**

##### **Volunteer Background Check Policy:**

Anyone directly associated with the Youth Group (specifically the Youth Members) will be required to submit a background check to ensure the safety of all youth members and adult volunteers.

The volunteer will be responsible for the costs associated with the background check. Should the volunteer need assistance with the cost, certain help may be available.

If current background check is on file for work relation reasons, and volunteers can receive a copy, that will serve the purpose.

##### **Volunteer Eligibility Policy:**

All volunteers must be over the age of 18.

No volunteer can be the parent or legal guardian of a current Youth Member.

If a volunteer's child joins the group, that volunteer may no longer attend meetings but can accompany their child to appropriate events.

Must follow Volunteer Background Check Policy

Must qualify as "active volunteer" (under A2s1ssb) of the Kokomo Pride Bylaws

Must possess a healthy LGBTQ+ Identity or be an LGBTQ+ Ally

**The Two-Party Policy:**

At least two adult parties must be present at any youth group event including a meeting. Two or more people in a relationship count as one party.

Youth members who fall under the Aging Out Policy do not count as a party until after their probationary period.

**One-on-One Policy**

At no time will a youth member and adult volunteer be in an enclosed space one-on-one. Should an important, private meeting need to take place, another trusted adult volunteer or youth member must be present behind closed doors or the conversation must be had in eyesight of other volunteers.

**Youth Communication Policy:**

Volunteers cannot be in director conversation with a youth member on any platform that automatically deletes messages (snapchat).

Volunteers cannot be in direct one-on-one conversation with youth members on any messaging platform. If a youth member reaches out, another active volunteer (or Director) must be a witness to the conversation.

**Sexual Assault/Inappropriate Relations Policy:**

At no time and under no circumstances will an adult volunteer be permitted to be in any form of sexual or romantic relationship with any youth member. If there are any accusations of breaking this policy, a committee will be formed, and the incident will be investigated. If a volunteer is found to break this policy, they will immediately be terminated and potentially turned into law enforcement should Kokomo Pride believe a law has been broken.

**Mandated Reporting Policy:**

In accordance with Indiana state law, all volunteers (adults over the age of 18) are mandated reporters and if they suspect sexual or physical assault by anyone, including parents, legal guardians or other youth members they must report it to the Youth Group Director and together they will report to the Executive Director who will report to local law enforcement.

**Drug and Alcohol Policy:**

Under no circumstances will any volunteer be under the influence of alcohol or any other substance while working on behalf of Kokomo Pride.

Should suspicion arise that a volunteer is intoxicated at a youth group event the volunteer will be asked to leave and repercussions will follow and could include termination of responsibilities.

**Eyes on Policy:**

At no time will Youth Members be out of the line of sight of at least one volunteer during official Kokomo Pride Youth Group meetings, activities or events.

## **Youth Member Policies**

### **Youth Member Eligibility Policy:**

Youth members 12-18 are welcome to join the Youth Group. Youth members must attend one meeting and/or event per month. Youth Members must possess an LGBTQ+ identity and/or be an LGBTQ+ Ally or questioning.

### **Aging Out Policy:**

As a Youth Member “ages out” (turns 18 and/or graduates high school) they enter into a 6 month (extendable) probationary period. During this period, the former youth member will no longer be a Youth Member but will also not be able to count as an individual volunteer and will not be able to lead meetings. They will still be welcome at any age appropriate events but must begin the transition out of the Youth Group and into the adult world.

### **Transportation Policy:**

All transportation to and from youth group events is the responsibility of the Youth Member and their parent or legal guardian. Adult Volunteers and Kokomo Pride’s Board will never transport a youth member except in extreme, emergency situations.

### **Confidentiality Policy:**

All information shared at Youth Group meetings is considered confidential with exception to event times and locations. At no time will it be acceptable to share the names of or the sexual orientations of fellow youth members. Youth Members are always welcome to share their own if it is safe but never share the sexual orientation or gender identity of their peers.

### **Third Party Policy:**

Only active members and individuals interested in joining the Kokomo Pride Youth Group will be allowed to join activities, meetings or programs unless otherwise noted. If a person approaches or plans to approach who is not a member or actively seeking to join the group, they will be asked to leave.