

Code of Conduct & Ethical Framework of Sri Lanka Scout Association

The code represents a personal ethical duty for every adult member, volunteer, and warranted leader (aged 18 and above) who interacts with young people or colleagues in any official capacity.

Core Operational Values

- **Integrity:** Adults are required to interact transparently, display honesty, avoid bias or favoritism, accept accountability for their conduct, and foster constructive mentoring relationships.
- **Mutual Respect:** Members must treat every individual with dignity, show sensitivity to diversity and individuality, safeguard youth well-being with sound judgment, and demonstrate care toward the environment.
- **Moral Courage:** Leaders must champion safe, developmental experiences for youth, serve as positive role models aligned with the Scout Promise and Law, and exercise fair treatment in all decisions.

General Behavioral Responsibilities

- Model high standards of personal accountability, recognizing that speech and actions set a direct precedent for youth.
- Fully observe the organization's Safe from Harm guidelines and promote an abuse-free atmosphere for scouts, parents, and visitors.
- Refrain from using Scouting platforms to propagate private beliefs or practices incompatible with fundamental Scouting principles.
- Promptly report any witnessed or suspected behavioral violations to the designated child protection or leadership officers.

The **Code of Conduct** specified by the Sri Lanka Scout Association (SLSA) Safe from Harm framework is detailed below:

CODE OF CONDUCT

Code of Conduct is a personal commitment. Its purpose is to protect all members of Scouting. It applies to all members over the age of 18, interacting with young people and adults in any capacity.

I will set an example that I would wish others to follow. Therefore, I will:

- **Respect the dignity** of myself and others.
- **Demonstrate a high degree of individual responsibility.**
- **Recognise at all times** that my words and actions are an example to other members of the Scout movement.
- **Act at all times in accordance with the Promise and Law**, Code of Ethics and this Code of Conduct, thereby setting a suitable example for all.
- **Not use the Movement to promote my own beliefs**, behaviours and practices where these are not compatible with Scouting Principles.

- **Adhere to the SLSA SfH Policy** and provide a safe environment for youth members within the Scout Program, their parents or guardians and visitors.
- **Report any conduct seen or heard** that does not comply with this Code of Conduct to the appropriate Scouting person.

CODE OF ETHICS

- **Integrity** – We demonstrate Integrity by:
 - Acting with honesty, truthfulness and fostering appropriate healthy professional relationships.
 - Recognising and fulfilling where possible, our obligations to our community.
 - Taking responsibility for our own actions and developing integrity in others.
 - Acting with impartiality, truthfulness and honesty.
- **Respect** – We demonstrate Respect by:
 - Showing consideration to others, recognising each individual's uniqueness and diversity.
 - Minimising our impact on the environment and seeking to be good caretakers for future generations.
 - Committing to members' well-being and on-going learning through the practice of positive influence, good judgement and empathy in practice.
- **Courage** – We demonstrate Courage by:
 - Providing challenging, developmental opportunities to empower young people.
 - Being good role models in Scouting, demonstrating positive attitudes and willingness to live by the Scout Promise and Law.
 - Being fair and reasonable.

Standards of Adult Behavior: Interactions with Children and Young People

To safeguard youth from physical, emotional, and sexual harm, the organization strictly demarcates acceptable engagement from unacceptable behavior.

Acceptable and Required Practices

- **Transparent Supervision:** Maintain open, visible environments during all activities; avoid private, closed-door meetings alone with a single youth without prior awareness or oversight from other adults.
- **Positive Reinforcement:** Offer encouragement, constructive guidance, and age-appropriate educational challenges that respect emotional boundaries.
- **Respecting Physical Boundaries:** Honor personal bodily integrity and personal space at all times. Physical contact must be strictly limited to necessary, public, and culturally appropriate mentoring forms (e.g., standard handshakes or public congratulations).
- **Separation of Quarters:** Enforce strict spatial segregation between youth and adult sleeping facilities, tents, washrooms, and changing areas during camps and outings.
- **Responsible Communication:** Conduct communications through sanctioned, transparent channels (including parents or group platforms), and observe data privacy regarding young members' personal information and photos.

Unacceptable and Prohibited Practices

- **Abuse and Corporal Punishment:** Any form of physical discipline, excessive physical demands as punishment, striking, verbal humiliation, or derogatory labeling.
- **Inappropriate Relationships:** Initiating romantic, sexualized, or overly intimate emotional relationships with youth members, or exposing them to sexually suggestive material or discussions.
- **Secrecy and Grooming:** Establishing private secrets with individual youth, giving selective gifts, or communicating one-on-one via private messaging channels outside legitimate group oversight.
- **Substance Exposure:** Consuming, possessing, or being under the influence of alcohol, illicit drugs, or tobacco in the presence of young scouts during official events.
- **Neglect:** Failing to provide adequate supervision, ignoring hazardous environmental conditions, or neglecting the physical and psychological safety of participants.

Standards of Adult Behavior: Interactions Between Adults

The Safe from Harm framework mandates that safety and integrity apply equally to peer-to-peer adult relations across all leadership, administrative, and volunteer tiers.

Acceptable and Required Practices

- **Professional Collaboration:** Promote a climate of open, constructive communication, mutual courtesy, and teamwork across diverse teams.
- **Equitable Treatment:** Evaluate peers fairly based on objective performance, encouraging inclusive participation free of personal prejudice, nepotism, or discrimination.
- **Conflict Management:** Address professional disagreements through designated administrative paths and constructive dialogue rather than personal vendettas or public confrontations.
- **Support and Mentorship:** Provide guidance to junior adult leaders, Rover scouts transitioning to adult roles, and newer volunteers to reinforce safe practice standards.

Unacceptable and Prohibited Practices

- **Harassment and Bullying:** Engaging in workplace bullying, verbal intimidation, character defamation, offensive jokes, or hostile behaviors aimed at undermining peers.
- **Sexual Harassment:** Unwanted advances, sexual comments, non-consensual physical contact, or leveraging leadership rank to demand personal favors.
- **Abuse of Authority:** Exploiting warranted authority to coerce, silence, or exploit other adult members, staff, or volunteers.
- **Concealment of Misconduct:** Shielding peers or suppressing concerns, disclosures, or formal reports regarding Safe from Harm violations.