

## 1. Purpose

Saints Global is a youth personal development program committed to creating a safe, respectful, and growth-oriented environment for every participant. This Code of Conduct defines the behavioral standards expected of all youth participants, adult volunteers, and program leaders.

**Adherence to this code is a condition of participation in any Saints Global activity, event, or communication channel.**

## 2. Core Commitments

Every participant affirms the following commitments:

1. Treat every person — regardless of age, race, ethnicity, religion, national origin, disability, sex, gender identity, or sexual orientation — with respect and dignity.
2. Communicate honestly and kindly, in person and in every digital channel.
3. Refrain from harassment, bullying, intimidation, hazing, or discrimination of any kind.
4. Respect personal boundaries. Seek consent before any physical contact beyond incidental, public interactions.
5. Report unsafe, inappropriate, or suspicious conduct promptly to a designated Saints Global leader.
6. Obey all federal, state, and local laws while participating in any Saints Global activity.
7. Abstain from alcohol, tobacco, vaping products, and illegal drugs during all Saints Global activities, regardless of participant age.

Initial to acknowledge this section: \_\_\_\_\_

### 3. Additional Standards for Adult Leaders

Adult leaders serve in a position of trust and are held to heightened standards. In addition to every commitment above, adult leaders must:

- Maintain two-deep leadership — no adult is alone with a youth participant who is not their own child. See Youth Protection Training.
- Never engage in private electronic communication with a single youth participant. Group channels with at least two vetted adults are required.
- Never administer discipline that is physical, humiliating, or isolating.
- Model integrity in financial, professional, and personal conduct.
- Complete and maintain all required training, including Youth Protection and Mandatory Reporting, prior to supervising youth.

### 4. Definitions

**Harassment.** Any unwelcome conduct — verbal, physical, digital, or visual — that a reasonable person would find intimidating, hostile, or offensive, whether or not the target is the intended recipient.

**Bullying.** Repeated aggressive behavior intended to harm, intimidate, or exclude another person, including cyberbullying via digital platforms.

**Hazing.** Any activity required or expected of someone joining or participating that humiliates, degrades, or endangers — regardless of the willingness of the participant.

**Designated leader.** An adult volunteer who has completed background screening and Youth Protection Training and who has been authorized by Saints Global to receive and act on conduct reports.

### 5. Reporting Concerns

If you witness or experience conduct that violates this code, you are expected to report it. Reports may be made to any designated Saints Global leader in person, by phone, or in writing.

If you or another person is in immediate danger, call 911 first. After ensuring safety, notify a Saints Global leader as soon as possible.

Retaliation against any person who makes a good-faith report is itself a violation of this code and will result in removal from the program.

## 6. Violations and Consequences

Violations may result in a verbal warning, written reprimand, suspension, or permanent removal from the program, at the discretion of Saints Global leadership. Saints Global reserves the right to suspend participation while an investigation is pending.

Conduct that may constitute a crime — including but not limited to physical assault, sexual abuse, threats of violence, theft, or illegal drug activity — will be reported to appropriate civil and law-enforcement authorities in accordance with applicable state law.

### ACKNOWLEDGMENT

#### Adult volunteer signature

By signing below, I affirm that I have read and understood the Saints Global Code of Conduct. I commit to upholding these standards in every interaction during Saints Global activities, and I understand that failure to comply may result in suspension or removal from the program.

\_\_\_\_\_

Printed name

\_\_\_\_\_

Date (MM/DD/YYYY)

\_\_\_\_\_

Signature

Reviewed for production acknowledgement use on 2026-05-07.

This Code of Conduct does not supersede applicable civil or criminal law. Where a legal obligation conflicts with a commitment in this document, the legal obligation governs.