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Girl Scouts of Western Washington

Volunteer Behavior Norms

Purpose:

At Girl Scouts of Western Washington, we're dedicated to creating a community where everyone feels safe and valued. By upholding high standards of conduct, our volunteers pave the way for a more supportive and inclusive environment for our members. These norms serve as a valuable tool, not only for setting expectations of behavior, but also for understanding the consequences of our actions.

Girl Scout Promise:

On my honor, I will try:
To serve God* and my country,
To help people at all times,
And to live by the Girl Scout Law.

* The word God may be substituted for one that aligns with the individual Girl Scout's beliefs.

** The word sister may be substituted for one that is gender inclusive.

Girl Scout Law:

I will do my best to be honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what I say and do,
and to
respect myself and others, respect authority, use resources wisely,
make the world a better place,
and be a sister** to every Girl Scout.

The GSWW Behavior Norms are a set of behaviors that we hold Girl Scout volunteers accountable to.

We make the following agreements:

- I will follow the Girl Scout Promise and Law.
- I will follow the rules and group agreements that are made to protect others and myself and to help make sure program activities are safe, fun, and successful.
- I will treat other people, our environment, and equipment with respect both in-person and online.
- I will engage in constructive problem solving when conflicts arise. In disagreements, I will ask questions, and if I am disappointed, I will express my opinion in a respectful manner and I can be expected to be heard and respected when I do so.
- I will not mistreat or abuse others, this includes yelling and any unwanted touch.
- I will respect sensitive information that is shared with me both in person and online.
- I will remember that others have ideas and thoughts which may be different from mine, and that they are just as important and valid. I will not make fun of or invalidate the ideas and thoughts of others.
- I will work to create inclusive and equitable spaces for all and value the unique differences that we carry on the basis of our identity and experiences.

Below are possible outcomes for not following the GSWW Behavior Norms:

- Intervention: Connect with a GSWW staff member the day the behavior is identified.
- Course Correction: Have a course correcting conversation and possible coaching with a GSWW staff member.
- Ongoing Accountability: To ensure a volunteer has the support they need to grow and make a change, create a plan with GSWW staff to follow up at regular intervals to check in on how things are going.
- Removal: Removing the volunteer from the activity or role, as needed.

Volunteer's Signature: _____ Date: _____

[illegible]

Volunteer's Signature: _____ Date: _____