

## PEEC Code of Conduct

Propose: This code of conduct sets minimum standards of behavior for all people, paid or volunteer, acting in an official capacity for PEEC at any location, time, or event, hereinafter referred to as PEEC personnel.

1. PEEC personnel shall treat all others, including other PEEC employees, volunteers, program participants, and members of the public — both adults and children — with respect and understanding at all times, regardless of race, ethnicity, nationality, religion, skin color, sex, sexual orientation, gender identity, national origin, age, health (physical or mental), genetic information, parental status, marital status, political affiliation, veteran status, socioeconomic status or background, neuro(a)typicality, or appearance.
2. In order to protect children in our care:
  - a. PEEC personnel must never be alone with a single child where they cannot be observed by others.
  - b. PEEC personnel must respect children's right not to be touched. Ask permission from a child before touching them for any reason. Never touch a child in the areas of their body that would be covered by a bathing suit.

More details on this can be found in PEEC's Child Protection Policy.

3. Using, possessing, or being under the influence of alcohol or illegal drugs, or smoking or vaping tobacco or any other products while acting in an official capacity for PEEC is prohibited. An exception is made for PEEC personnel of legal drinking age at official PEEC events where alcohol is served. In this instance, please drink responsibly. In this instance, please drink responsibly.
4. Any form of harassment or abuse of adults or children is prohibited and may be cause for immediate dismissal.
5. PEEC representatives are asked to remain calm, respectful, and helpful in all situations. If you feel overwhelmed, please ask for help.
6. All persons in New Mexico are mandatory reporters of child abuse. If you witness or suspect abuse of a child, you must report this to child protective services or law enforcement at 1-855-333-SAFE [7233] or #SAFE from a cell phone.

I understand that any violation of this Code of Conduct may result in termination.

\_\_\_\_\_  
Employee/Volunteer Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date