The Rules Committee in its meeting held on 15th September 2018 proposed to have Code of Conduct for the volunteers which was duly accepted by the National Executive Committee held on 16th Sept. 2018. Mr. Ashutosh Kumar, Legal Adviser prepared a draft of Code of Conduct. For the last decade, it was felt that the Code of Conduct for the volunteers to be prepared and acted. Now all the volunteers who are not covered by any of the Code of Conduct will be under the conduct and follow the Rules and Regulations of the organisation which will give boost to the organisation and certain thing which is not acceptable can be controlled. We hope that every one of us will follow the Code of Conduct in principle for the better fruitful result in regards to the development of the organisation.

Chief National Commissioner

11th November 2018
Assisting them to establish a value based upon spiritual, social and personal principles as expressed in
WORLD ORGANIZATION OF THE SCOUT MOVEMENT

Mission Statement

The mission of Scouting is to contribute to the education of young people, through a value based system based on the Scout Promise and Law to help build a better world where people are self-fulfilled as individuals and play a constructive role in society.

This is achieved by:

- Involving them throughout their formative years in a non-formal education process

- Using specific methods that makes each individual the principal agent in his or her development as a self-reliant, supportive, responsible and committed person

the Promise and Law
THE BHARAT SCOUTS AND GUIDES, INDIA

VISION STATEMENT

By 2024, The Bharat Scouts & Guides will be a globally visible, consistently growing, self-reliant premium youth movement that is gender balanced, vibrant and responsive to trends.

Providing young people with value-based, attractive and challenging youth programme, through competent leaders, effective communication, optimum use of technology and efficient management.
SCOPE AND PURPOSE OF CODE OF CONDUCT

1. This Code is more than a set of prescriptive guidelines issued solely for the purpose of formal compliance. It represents collective commitment of volunteer leaders of BS&G and serves as mandatory guiding principle which all volunteer leaders have to adhere.

2. It's our duty to protect reputation of the organization by adhering to the values and principles set out in this Code. By doing so, we strengthen our movement.

3. The norms set in this Code are mandatory for all volunteer leaders irrespective of post or past association with the movement. Every volunteer leader should expect to be held accountable for his/her behaviour. Should such behaviour violate this Code, they may be subject to action not limited to removal from the office which he/she is holding or withdrawal of Award/recognition conferred by the organization.

4. The code does not provide a comprehensive and complete explanation of all expectations from an organization standpoint.

5. The word “Scout” includes “Guide” also and read accordingly.

6. In this code, “we or us” mean leaders who are serving as voluntary or honorary capacity.

7. The Executive Committee of The Bharat Scouts & Guides is the final authority to take decisions or modify any provision of this code. The aggrieved person may appeal to the President of the Association within 30 days of the decision of the Executive Committee of the Bharat Scouts & Guides whom decision is binding for all purposes.

8. For any query or clarification on the Code, please contact Director, BS&G.
OUR CONDUCT AS VOLUNTEER LEADER:

1. I/We as a responsible scout leader committed to serve the organization with highest level of devotion to assigned responsibility.

2. I/We are committed to serve conforming to the highest moral and ethical standards.

3. I/We contribute to the physical, intellectual, moral, social and spiritual potential development of the future generation.

4. I/We respect culture, norms and heritage. We avoid any project or activity that is detrimental to the wider interests of the communities in which we volunteer.

5. I/We do not compromise safety of others. I/We strive to provide a safe, healthy and clean environment to professional leaders and all those who work with us.

6. When representing organization, I/We act with professionalism, honesty and integrity, and confirm to the highest moral and ethical standards. In the States BS&G works, I/We exhibit culturally appropriate behavior and conduct shall be perceived as fair and transparent by third parties.

7. I/We respect the human rights and dignity of all associates.

8. The statement that I/We make publicly shall be truthful and made in good faith.
9. I/We do not support by any means or become member of any other parallel youth Scout organization.

10. I/We comply with the laws of the land. With regard to those provisions of the Code that are explicitly dealt with under an applicable law, the law shall take precedence. In the event that the standards prescribed under any applicable law are lower than that of the code, we shall conduct ourselves as per the provisions of the Code.

11. I/We create a conducive work environment built on tolerance, understanding, mutual-cooperation and respect for individual privacy.

12. I/We treat everyone with dignity and respect. I/We do not tolerate any form of harassment, whether sexual, physical, verbal or psychological.

13. I/We respect others right to privacy. I/We have no concern with their conduct outside work environment, unless such conduct impairs their work performance or adversely affects reputation of BS&G.

14. I/We shall not, directly or indirectly, offer or receive any illegal or improper payments or comparable benefits that are intended or perceived to obtain undue favors for the conduct of affairs of BS&G.
15. I/We may accept gifts or hospitality from other scout leaders, only if such a gift would not influence or appear to influence, our ability to act in the best interest of BS&G and would not embarrass BS&G or the giver if disclosed publicly.

16. I/We shall not make any willful omissions or material misrepresentation that would compromise the integrity of BS&G records, internal or external communications and reports, including the financial statements.

17. I/We shall respect and protect all confidential information and intellectual property of BS&G.

18. I/We shall promptly report the loss, theft or destruction of any confidential information or intellectual property and data of BS&G or that of any third party.

19. I/We shall use all organizational assets, tangible and intangible for the purpose for which they are provided and in order to discharge the assigned responsibility. Such assets shall not be misused.

20. I/We do not tolerate prohibited drugs and substances from being possessed, consumed or distributed at office/camps.

21. I/We are committed to good Scout leader, and shall actively assist in the improvement of the quality of training and activity of the organization.
22. I/We, in uniform, do not seek to influence the outcome of public elections, nor to undermine or alter any system of government. I do not support any specific political party or candidate for political office.

23. I/We must preclude any activity that could be interpreted as mutual dependence/favour with any political body or person, and I/We do not offer or give any organization funds or property or other resources to use to any political party, candidate or campaign.

24. I/We shall ensure that no person or organizations uses the BS&G emblem or name to further its interests without proper authorization.

25. I/We shall raise concerns or complains firstly through internal grievance mechanism as approved by National Executive committee.

26. I/We do not tolerate any form of retaliation against anyone reporting legitimate concerns.
I acknowledge that I have received the Bharat Scouts & Guides Code of Conduct.

I have read the BS&G Code of Conduct and I acknowledge that as a volunteer leader, I am required to comply with the guidelines described therein and failure to do so may subject me to action as decided by National Executive Committee.

If I have a concern about a violation, or a potential violation of the BS&G Code of Conduct, I understand that I am under obligation to report such concerns. I will play my part in maintaining the high ethical standards to which we hold ourselves.

Signature: ______________________
Date: ________________
Name: ______________________
Rank in the Movement, if any: ______________________
Address: ______________________
________________________________
________________________________
________________________________

Email & Contact Number: ______________________