



CJCR Gp Volunteer Code of Conduct

CJCR Gp Volunteer Number	Last Name	First Name	Home Unit

1. The Cadets and Junior Canadian Rangers Group (CJCR Gp) Volunteer Code of Conduct applies to any person engaged as a volunteer who has been screened in accordance with CJCR Gp O 5010-0, *Adult Screening* and has not signed either Annex B, *Canadian Armed Forces Members Code of Conduct: In Support of the Cadet Program* or Annex C, *Civilian Instructor Code of Conduct*.

2. The CJCR Gp is committed to providing an environment of mutual respect, dignity, and inclusion, where cadets and adults feel welcomed and have opportunities to contribute and achieve their full potential. To achieve this culture, we must be vigilant and ensure that authorized cadet activities are free from all forms of discrimination, abuse, inappropriate and damaging conduct. Your personal conduct while participating in the Cadet Program and during all related communications and activities must support and reinforce this culture.

3. As a CJCR Gp Volunteer providing support to the Cadet Program, you agree to learn regulations, policies, directives, orders, and instructions that provide direction and guidance regarding expected behaviours and unwanted, harmful behaviours. As a CJCR Gp Volunteer, you also agree to act in ways that match these expected behaviours and those highlighted in this Code of Conduct.

4. The CJCR Gp Volunteer Code of Conduct has been developed to provide an opportunity for you to:

- a. review and discuss key behaviours expected of you as a CJCR Gp Volunteer;
- b. confirm your understanding of your responsibility to comply with all regulations, policies, directives, orders, and instructions;
- c. confirm that you agree to behave in ways that align with the values of the CJCR Gp and those outlined in the CJCR Gp Volunteer Code of Conduct; and
- d. discuss possible outcomes that result from not adhering to the CJCR Gp Volunteer Code of Conduct.

5. As a CJCR Gp Volunteer supporting the Cadet Program, I agree to:

- a. foster and maintain a culture that is aligned with the principles and values outlined in the [Commander CJCR Gp Statement on Ethics](#);
 - b. behave in a professional manner that conforms to expectations of CJCR Gp;
 - c. comply with all laws, regulations, policies, directives, orders and instructions which are applicable to CJCR Gp Volunteers;
 - d. prioritize safety and mitigate risk to the fullest extent possible to avoid endangering a cadet or adult staff;
 - e. act with integrity. Respond and report to the CO when someone is not conforming with CAF or CJCR Gp regulations, policies, directives, orders and instructions;
 - f. foster open communication to help create an environment where all feel encouraged to share ideas and contribute meaningfully to a discussion;
 - g. create and reinforce an environment where all have access and opportunity to and feel safe to report inappropriate and harmful behaviour without fear of reprisal;
 - h. acknowledge issues raised by cadets and communicate their ideas to their chain of command, when appropriate, to better the organization;
 - i. seek guidance from and support the Commanding Officer, and report harmful or inappropriate behaviour by cadets or staff members to the Commanding Officer;
 - j. immediately report any allegation or suspicion of a criminal behaviour to the proper authorities and not conduct your own investigation;
 - k. be respectful of others, including their physical boundaries, personal property and privacy;
 - l. abstain from deliberations about the conduct, selection, promotion or recognition of cadets and other staff with whom you have a familial relationship;
 - m. set a positive example for personal appearance, deportment and professional conduct, and be kind and considerate of the impact of your actions and behaviours on other persons;
and
 - n. be respectful of the environment and surroundings.
6. Taking part in behaviours outlined below is not permitted and may result in an investigation by CAF authorities, military or civilian police, and termination of your volunteer status. While providing support to the Cadet Program and during all related communications and activities I agree not to:

- a. engage in conduct of a sexual nature that causes or could cause harm to others, and that I knew or ought reasonably to have known could cause harm including, but not limited to, jokes of a sexual nature or sexual remarks or advances, harassment of a sexual nature, and viewing, accessing distributing or displaying sexually explicit material in the workplace;
- b. engage in romantic, sexual, or intimate conversations or relationships with any cadet;
- c. engage in any form of harassment as described in [DAOD 5014-0, Workplace Harassment and Violence Prevention](#); and
- d. engage in racist or hateful conduct, including, but not limited to, the display or communication of words, symbols or images, that I knew or ought reasonably to have known would constitute, encourage, justify or promote violence or hatred against a person or persons of an identifiable group, based on their race, national or ethnic origin, skin colour, religion, age, gender, sexual orientation, marital status, family status, disability, gender identity or expression, genetic characteristics or physical characteristics or disability.

Acknowledgement

7. I acknowledge by my signature below that I have read and understand this Code of Conduct, have asked questions for clarification as required, and agree to comply with this Code of Conduct.

Date CJCR Gp Volunteer (Print Name & Sign)

I have reviewed the CJCR Gp Volunteer Code of Conduct with the above CJCR Gp Volunteer and clarified their understanding of its content.

Date Position / Title Supervisor (Print Name & Sign)