

PARENTS OF LATIN AMERICAN CHILDREN (PLAC)
CODE OF CONDUCT

In order to ensure the safety, security and overall well-being of all people in Programs run by PLAC, all participants (volunteers, campers, attendees, etc) must adhere to this Code of Conduct. Programs include, but are not limited to, La Semana, Corazon Latino Dance Troupe and Los Alumnos.

The following applies to all Programs run by PLAC:

- All participants are expected to treat each other with kindness and in a respectful manner at all times.
- All participants are expected to participate in all activities and Programs at camp to their ability.
- All participants are expected to respect the privacy and maintain the confidentiality of information relating to participants.
- Mobile devices and/or electronics are not to be used in the area of activity. Participants may use mobile devices in other areas if they receive permission. Mobile devices are the sole responsibility of the participant or volunteer.
- Participants are expected to behave in the most appropriate or desirable manner during the duties that will not create liability or bring into disrepute PLAC.
- Photographs and videos are considered personal data of the person photographed or filmed. Before taking a photo of another participant, consent is required to be sought from them on a private and personal arrangement.
- The following are prohibited at any PLAC Program:
 - Abusive language towards a volunteer or another participant.
 - Possession or use of alcoholic beverages or illegal drugs on the property of the Program.
 - Being under the influence of drugs or alcohol while attending the Program.
 - Possession or use of cigarettes, e-cigarettes, or vaping on the property of the Program.
 - Bringing onto the Program's property dangerous or unauthorized materials such as explosives, firearms, weapons or other similar items.
 - Discourtesy or rudeness to a fellow volunteer or another participant.
 - Verbal, physical, electronic and/or visual harassment of a volunteer or another participant. Includes email, texting and social media.
 - Actual or threatened violence toward any individual or group.
 - Conduct endangering the life, safety, health or well-being of others.
 - Failure to follow any policy or procedure.
 - Bullying or taking unfair advantage of any participant.
 - Failing to cooperate with an adult supervisor/leader/mentor.
 - Damage to any property.

The below additional requirements apply to the La Semana Program:

- Participants are expected to be with their group or at their assigned place unless permission is granted from a La Semana Volunteer in charge of the area.
- Campers must wear camp T-shirt and dress appropriately at all times. If Participants are deemed to be wearing inappropriate attire they may be sent home, asked to change, or instructed to wear attire more appropriate on subsequent days.

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- All volunteers, staff, and visitors are required to wear visible nametags at all times.
- Campers, including Ayudantes, are not allowed to leave the Program campus during the day unless accompanied by their guardian. Specifically, campers and Ayudantes are not to leave the campus for lunch.

Code Violations

All participants of any PLAC sponsored Program who violate the Code of Conduct will be subject to the same penalties. This may include but are not limited to: loss of participation, duties and/or termination of position and fees associated with the Program.

The determination of whether or not a participant has violated the foregoing Code of Conduct lies with the discretion of the leadership responsible for the Program in coordination with the PLAC Board.