

## **Autism Unplugged: Code of Conduct**

Autism Unplugged is a 501(c)3 charity organization that provides supportive services to Autistic teens and young adults. This organization is committed to providing all participants with safe and appropriate quality care. To ensure the highest standard of behavior, employees, volunteers, mentors, and mentees who participate with Autism Unplugged agree to abide by the following code of conduct.

- All participants must behave within the letter of the law.
- All participants are expected to behave honestly and with integrity.
- All participants are expected to maintain appropriate boundaries in all areas of business. Mentors and mentees must abide by boundaries as agreed to in their contracts.
- In case of emergency, mentors must identify their address and location during each meeting with their mentor.
- If mentees do not show up for meetings with their mentor, the mentor will call the contact listed for the mentee. If the contact is unavailable, the mentor will call someone from leadership immediately.
- The mentoring relationship is strictly between the mentor and the mentee. No other individuals should be included in the texts or meetings. This does not include the guardian of the mentee.
- There is to be no use of Discord or social media (TikTok, Reddit, pictures of the mentee or mentor on the internet, discussion on Twitter, FB about the mentee or mentor).
- Participants may exchange gamer tags and participate in virtual gaming; however, appropriate language and conduct are expected, and guardians should be aware and agreeable to this interaction. All expectations related to meetings apply to game playing, including keeping documentation about the interaction.
- Participants may only use approved virtual platforms to meet/chat
- The mentee's guardians are to be given the mentor's contact information and are to be made aware of where their child is at all times when with their mentor.
- All participants must respect the use of language (for example, no explicit language, no sexual language, no hate speech, racist or homophobic language, and respect pronouns).
- All participants are expected to be appropriately dressed at all times (for example: no clothing with drug paraphernalia, hate speech, racist or homophobic language or depictions, sexually suggestive or explicit)
- There is to be no sexual activity, intimate touching, or sexually suggestive language between mentor/mentee at any time - including via virtual platforms (no nudity at any time).

- If a participant feels uncomfortable, someone from leadership needs to be called immediately; there will be no retaliation for disclosures or concerns.
- Mentors are required to participate in supervision with leadership.
- Mentees are required to engage in random check-ins with leadership.
- Events are always optional, and only those who are invited can attend. Address of events should only be given to people within the program.
- Parents can check in on their children during virtual meetings, public meetings, and text chats. To encourage transparency, the mentor and mentee agree not to delete texts or emails from each other.
- If a mentee identifies wanting to harm themselves or others, the mentor will contact leadership and the mentee's guardian immediately. If leadership is unavailable, the mentor needs to contact the appropriate authorities.
- No illegal activities are permitted by any program participants. Drug use and drinking before meeting with a mentee or during a visit with a mentee are unacceptable and will result in immediate termination.
- All participants will remain aware of their background during virtual meetings, ensuring that the environment around them is free of any inappropriate materials.
- Mentioning pornographic materials is strictly prohibited (including Hentai, ecchi, and anime/media with pedophilic or sexually inappropriate undertones).
- All in-person meetups must be in public spaces. Guardians must be notified of the day, time, and location of meetups. Guardians must give consent if the mentee is under 18.
- There will be no giving of gifts or money between mentor and mentee unless explicitly approved by at least two leadership members.
- While texting is allowed, texting must be appropriate and not excessive.

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Signed Name

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Date

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Printed Name