The Pi Academy: Volunteer Code of Conduct and Youth Protection Policy

Purpose

The Pi Academy is committed to providing a safe, inclusive, and positive learning environment for all youth participants, particularly those ages 11–14 attending the Raspberry Pi Youth Coding Camp.

This policy establishes expectations for volunteer behavior and defines safeguards designed to protect youth, volunteers, and the organization.

Scope

This policy applies to all individuals acting on behalf of The Pi Academy, including Board Members, Advisory Board Members, volunteers, instructors, corporate volunteers, and any other individuals who interact with youth during Pi Academy programs or events.

Volunteer Code of Conduct

All volunteers are expected to:

- Act professionally, respectfully, and ethically at all times.
- Treat all youth, families, volunteers, and staff with dignity and respect.
- Support an inclusive environment free from harassment, discrimination, or intimidation.
- Follow all Pi Academy policies, procedures, and instructions from program leadership.
- Protect the confidentiality and privacy of youth and families.
- Use technology and equipment only for approved program purposes.

Professional Conduct and Boundaries

- Volunteers must maintain clear professional boundaries with youth at all times.
- Physical contact is limited to appropriate, non-intrusive gestures such as high fives.
- Hugging, backrubs, lap sitting, or other forms of physical contact are not permitted.
- Volunteers must never engage in behavior that could be perceived as inappropriate or intrusive.

Youth Protection Addendum

Volunteers with youth contact must:

- Complete a criminal background check prior to participation in any Pi Academy program.
- Complete youth protection training prior to their first camp and annually thereafter.
- Avoid isolated one-on-one interactions with youth and maintain observable supervision at all times.
- Use approved communication channels that include parents or guardians.
- Comply with photography and media consent requirements.
- Immediately report any safety concerns, boundary violations, or suspected abuse to the Camp Director or Board Chair.

Safety and Incident Response

- In the event a child or adult is injured during a Pi Academy activity, volunteers must immediately notify the Camp Director.
- First aid will be administered by qualified individuals when appropriate.
- Emergency services will be contacted immediately for serious injuries or medical emergencies.
- Parents or guardians will be notified as soon as practical.
- All incidents must be documented according to Pi Academy procedures.

Credentials for Technical Instructors

- Technical instructor volunteers should possess relevant technical knowledge and experience.
- A bachelor's degree in Computer Science, Information Technology, Engineering, or a related field is preferred.
- Professional experience as a software developer, engineer, or technical professional is acceptable.
- Students actively studying technology-related disciplines may also serve as instructors under appropriate supervision.

Acknowledgment

All volunteers must acknowledge in writing that they have read, understand, and agree to comply with this policy prior to participation.

The Pi Academy
Volunteer Acknowledgment and Signature Page

I acknowledge that I have read, understand, and agree to comply with <u>The Pi Academy Volunteer Code of Conduct and Youth Protection Policy</u>.

I understand that compliance with this policy is a condition of my participation as a volunteer with The Pi Academy.

I agree to conduct myself in a professional manner, adhere to all safety and youth protection requirements, and immediately report any concerns or incidents as outlined in the policy.

Volunteer Name (printed): _____

Volunteer Signature: _____

Date: _____