



2020 CREER Summer Programs CODE of CONDUCT Volunteers

CREER Comunidad y Familia strives to provide a safe and nurturing environment which offers students meaningful academic and cultural learning experiences. In order to ensure such an environment, it is important that each student, volunteer, and staff member understands his/hers responsibility to the CREER community and supports the elements that create such an opportunity. Please review the following behavior guidelines and rules to ensure the safety of the children attending the CREER Summer Programs:

Please sign in and out of the building and register the hours worked.

CREER aims to create a well-adjusted and safe environment for all participants in which we teach children to treat others with respect, fairness, inclusivity, and kindness. Disrespectful, violent, or mean behavior, including bullying, teasing, name calling, harassment or isolating of another student, will not be tolerated. Use of foul language is not allowed under any circumstances.

Children are not allowed to be out of their classrooms under any circumstances during class hours. All children must be under volunteers' supervision at all times.

All children must be accompanied to the bathroom by a teacher or volunteer and should do so in groups preferably. No adults or volunteers are allowed into the bathrooms with the children - no exceptions.

In order to foster an environment of relational interaction, electronic equipment is not permitted at the CREER Summer Programs. This includes electronic games, iPods, and cell phones. If necessary for family communication, cell phones may be checked into CREER staff upon arrival at school and will be returned at pick-up.

Do not take/use images of students unless approved by the director or a teacher.

Do not use mobile phones in the presence of students. Unless approved by the director or a teacher.

Dress must be appropriated for an active summer program setting. Clothing must be modest, age appropriate, with no underwear showing. All school age volunteers will be required to wear baby-blue t-shirts with the CREER logo for the duration of the Summer Programs. All school age volunteers are required to wear closed-toe shoes on a daily basis.



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CREER's Teachers, Volunteers and Staff are not allowed, under any circumstances, to pick up or take children home, provide private lessons or organize activities outside the CREER Programs. CREER does not endorse any outside activities that involve overnight camps, slumber parties or overnight retreats.

If a child becomes ill during classes, the child must stay in class until his/her parents are contacted and arrangements are made for them to be picked up. In case of severe illness or accident the child will be attended by paramedics and/or taken to the hospital by the director of the program.

In case of an emergency, follow emergency procedures and report to the agreed assembly point in campus so that you can be accounted for. If you are working with children/pupils, lead them to safety and inform a member of school staff so that registers can be taken.

Any safeguarding or child protection concerns or disclosures must be reported immediately to the Director, Ms. Angeles or to Ms. Rosario or Mrs. Shirley who are the named people for Child Protection in the school.

In the event a school age volunteer fails to meet the above expectations at any time during the CREER Summer Programs, discussion between volunteer, parent and director will ensue. If unacceptable behavior persists, the volunteer will be dismissed of his/hers duties at the CREER Summer Programs. If you are concerned about your child meeting these expectations, please call Angeles Ceballos, CREER Executive Director at (714) 788-8339 to discuss your concerns. We, at CREER, are committed to helping every student succeed at having an academic, cultural, fun-filled, and enriching CREER summer experience.

We have read, fully understand, and agree to abide by the above guidelines and conditions.

Signature of Volunteer: _____ Date: _____

Signature of Parent or Guardian: _____ Date: _____