



HER  **ES**

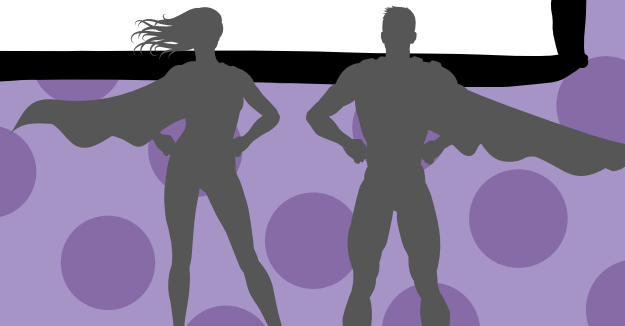
**HEROES CODE OF
CONDUCT**

THE HEROES CODE

ALL HEROES FOLLOW A CODE!
THIS IS THE CODE OF A CAMP ONE STEP HERO

- ★ Heroes are respectful at **all times**
- ★ Heroes **always** promote COS positively & safely

Read more for the specific guidelines for following our Code of Conduct



HEROES ARE RESPECTFUL AT ALL TIMES


- ★ Heroes swing into action for their events. Heroes are present and participate in what they are doing. (e.g., talking with donors/supporters, giving speeches, etc., and not engaging in excessive or disruptive phone usage.)
- ★ Proper attire is worn to all COS events. Heroes will be provided with a dress code for each event they attend.
- ★ Heroes do not solicit personal gifts from donors/supporters or accept gifts of significant (\$25+) monetary value from donors/supporters. (Baked goods, thank you cards, etc. are okay with permission of parent/guardian.)





HEROES ALWAYS PROMOTE COS POSITIVELY & SAFELY - IN-PERSON, VIRTUALLY, AND ON SOCIAL MEDIA

- ★ Heroes refrain from sharing personal information with donors/supporters that isn't relevant to the event
- ★ Heroes do not have any contact with donors/supporters outside what is coordinated by COS.
 - ★ While we don't expect any impropriety from our donors/supporters, please communicate any inappropriate behavior or incidents to your COS liaison.
- ★ Heroes do not disclose any information that is confidential or proprietary to COS - in-person, virtually, or on social media.
- ★ Heroes will avoid making defamatory, disparaging, or embarrassing statements about COS' camps, programs, campers, volunteers, or employees - in-person, virtually, or on social media.
- ★ Unless resharing/reposting a COS official social media post, Heroes posting content affiliated with COS to websites, blogs, and social media will make clear to readers that the views expressed are the Heroes alone and do not necessarily reflect the views of the organization.





We expect all Heroes to follow the guidelines listed here in order to participate and must remain in good standing with COS for any and all camps and programs in which the Hero participates. We may remove individuals from the Heroes program for noncompliance. In extreme cases or with repetitive noncompliance, behavior may result in the inability to participate with COS in general.



COS reserves the right to monitor the use of its computers, tablets, and the internet. This includes websites, blogs, and social networking activity. If any of the above is seen as compromising COS or its operations, the organization may request cessation of the activities and may result in the inability to participate with COS in general.

