

Code of Ethics

Young Roots Oregon

Introduction

The mission of Young Roots Oregon is to creatively help young families to build healthy foundations. Our multi-generational vision is to give pregnant and parenting adolescents through age 24 and their children equitable opportunities for growth through a collaborative approach of resource partnership and innovative services. YRO is committed to providing a safe, nurturing environment that promotes open dialogue and the free expression of ideas without judgement, harassment, discrimination, or any other forms of hostile conduct.

Commitment to Diversity, Equity and Inclusion

- Young Roots Oregon (YRO) offers pregnant and parenting youth and their children equitable opportunities for growth through innovative services and resource partnership.
- YRO strives to cultivate a team that reflects and represents the diversity of young families, nurturing an inclusive environment.
- YRO is committed to individually and systemically being anti-racist; honoring ethnic, cultural, and linguistic uniquenesses.
- YRO is people affirming; honoring LGBTQ+, disabled, and neurodivergent individuals with the utmost dignity and respect.
- YRO makes every effort to empower and amplify underrepresented voices to create positive community solutions.
- YRO will only partner with individuals, organizations and foundations that uphold these inclusive values.

YRO provides equal opportunities and treatment for all participants regardless of the following:

- Ability and disability
- Bilingualism and multiculturalism/English language learners
- Body size and condition
- Social Customs and traditions
- Educational, disciplinary, or career status
- Ethnicity, race, national origin, or cultural identity
- Gender, gender identity, and gender expression
- Geographical background and location
- Indigenous or immigration status or identity
- Marital status, relational status (including singlehood), and family structure or identity
- Objective and subjective worldviews and standpoints
- Political ideologies and affiliations
- Religion/no religion, spirituality and affiliations, and faith

- Sexual orientation, identities, and expressions
- Socioeconomic status, residential status, social class, employment, and national service

Professional Responsibility

As professionals in any position, staff or volunteer within Young Roots Oregon (YRO), we are responsible for adding value to our community and contributing to the ethical success of this organization. We accept professional responsibility for our individual decisions and actions.

Expected Behavior

- YRO expects all staff, volunteers, and participants to abide by this Code of Conduct in all venues during all YRO meetings, events, official and unofficial social gatherings, as well as on social media.
- Exercise consideration in your speech, tone, and actions. Be respectful, welcoming, inclusive, and courteous.
- Be mindful of your surroundings and of all participants, volunteers and staff members present.
- Be on time for all scheduled meetings and events so that they can begin and end on time.

Unacceptable Behavior

- Intimidating, harassing, bullying, abusive, threatening, lewd, discriminatory, derogatory, demeaning, hateful speech or actions, or harmful criticism by any participant during any YRO event and in one-on-one communications carried out in the context of any YRO events. Harassment specifically means to create an unpleasant or hostile situation or environment by uninvited and unwelcome verbal or physical conduct, especially in a repeated or persistent manner.
- Harmful or prejudicial verbal or written comments or visual images related to gender, gender identity, gender expression, sexual orientation, race, ethnicity, religion, disability, age, appearance, immigration or refugee status, or other personal characteristics as referenced in this policy.
- Posting defamatory, abusive, profane, threatening, offensive, or illegal materials, images, or statements.
- Deliberate intimidation, stalking, or following.
- Photographing or recording participants, including children, staff members or volunteers without their permission.
- Sexual or physical harassment and assault (including unwelcome touch).
- Real or implied threat of physical harm.
- Real or implied threat of professional or financial damage or harm.
- Posting commercial messages or fundraising appeals not previously approved.
- Use of alcohol, cannabis, or any other controlled substances while participating in any YRO sponsored event.
- Posting or threatening to post other people's personally identifiable information.
- Advocating for or encouraging any of the above behavior.

Alert YRO staff if you notice a dangerous situation, someone in distress, or violations of this policy.

Additional Considerations

- Harassment committed in a joking manner still constitutes unacceptable behavior. Sexist, heterosexist, racist, and other discriminatory or exclusionary jokes are offensive to others.
- Profane language and offensive jokes are not appropriate at YRO events.
- Retaliation for reporting harassment is a violation of the Code of Conduct.
- Reporting harassment in bad faith is a violation of the Code of Conduct.
- This Code of Conduct is not intended to limit the terms of open and respectful scientific inquiry or discussion.

Social Media and E-communications

Defamatory, abusive, profane, threatening, or offensive comments or posts are considered unacceptable and may result in expulsion from YRO programs.

Violence-Free Environment

It is YRO's policy to provide an environment that is safe and free from all threatening and intimidating conduct. YRO will not tolerate violence or threats of violence from any staff, volunteers, participants, guests, vendors, or any other parties involved in YRO business.

It will be a violation of the Code of Conduct for any individual to engage in any conduct, verbal or physical, which intimidates, endangers, or creates the perception of intent to harm persons or property.

Examples include but are not limited to:

- Physical assaults or threats of violence, whether made in person or by other means (i.e.; In writing, by phone, text message, email, or via social media.)
- Self-harm, or verbal threats of self-harm.
- Verbal conduct that is intimidating and has the purpose or effect of threatening the health and safety of another person.
- No person (staff/volunteer/client/visitor) may possess, conceal, use or transfer any firearm (including any handgun) or any other weapon (including knives, clubs, or other articles or devices that are primarily used to inflict injury) within any Young Roots Oregon premises, event, or activity.
- Any other conduct or act which YRO believes represents an imminent or potential danger to the safety of another person.

Anyone with questions or complaints about workplace behaviors that fall under this policy may discuss them with the Executive Director. YRO will promptly and thoroughly investigate any reported occurrences or threats of violence. Violations of this policy will result in disciplinary action, up to and including immediate expulsion from YRO programs.

Where appropriate and/or necessary, YRO will also take whatever legal actions are available and necessary to stop the conduct and protect staff, volunteers, and participants.

Financial

All Young Roots Oregon (YRO) employees, volunteers, or board members who have access to or use YRO financial resources will maintain honesty and integrity to protect the best interest of YRO financial well being. All financial transactions must be documented, and reported to the YRO Treasure or Executive Director. YRO financial resources should not be used for personal use unless authorized by YRO Board or Executive Director.

Consequences of Unacceptable Behavior

The consequences for violations of this Code of Conduct will be determined by factors including the immediacy of the threat to staff, volunteers, and participants; the severity and frequency of the violation, and whether the individual has committed past violations.

Agreement to this Code of Conduct constitutes acknowledgement that violations of the rules presented here will result in disciplinary action, up to and including expulsion from all YRO programs.

Reporting Violations of the Code of Conduct

This Code of Conduct exists to ensure that all parties involved have a safe, positive experience with YRO. It is essential that violations of the Code are reported in a timely manner.

Reports may be made to the following individuals:

- a. Executive Director Andrea Bartell (she/her/hers) via email at andreaab@youngrootsoregon.org
- b. Board President Stephanie Bunker (she/her/hers) via email at stephanieb@youngrootsoregon.org

In emergencies, please call 911.

All complaints will be treated seriously and responded to promptly. Complaints will be kept confidential to the every possible extent.

Written Reports

Any participant who is subjected to or witnesses violations of this Code is encouraged to submit a written report. Reports should include identification of the offender (or description); behaviors or actions by that person; circumstances around the incident; day, time, event name; and others present.

All written reports are kept confidential to the extent possible. These details are necessary to allow for proper follow-up. Without proper details, it may not be possible to follow up on the report. YRO will review all written reports and, if it deems it appropriate, the organization will conduct an investigation.

Grievances

A participant who believes they were falsely or unfairly accused of violating this Code of Conduct should immediately notify the Executive Director with a concise description of the grievance. All grievances will be handled in accordance with existing governing policies as adopted by the Board of Directors.

Contact information

Andrea Bartell, Executive Director
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Stephanie Bunker, Board President
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